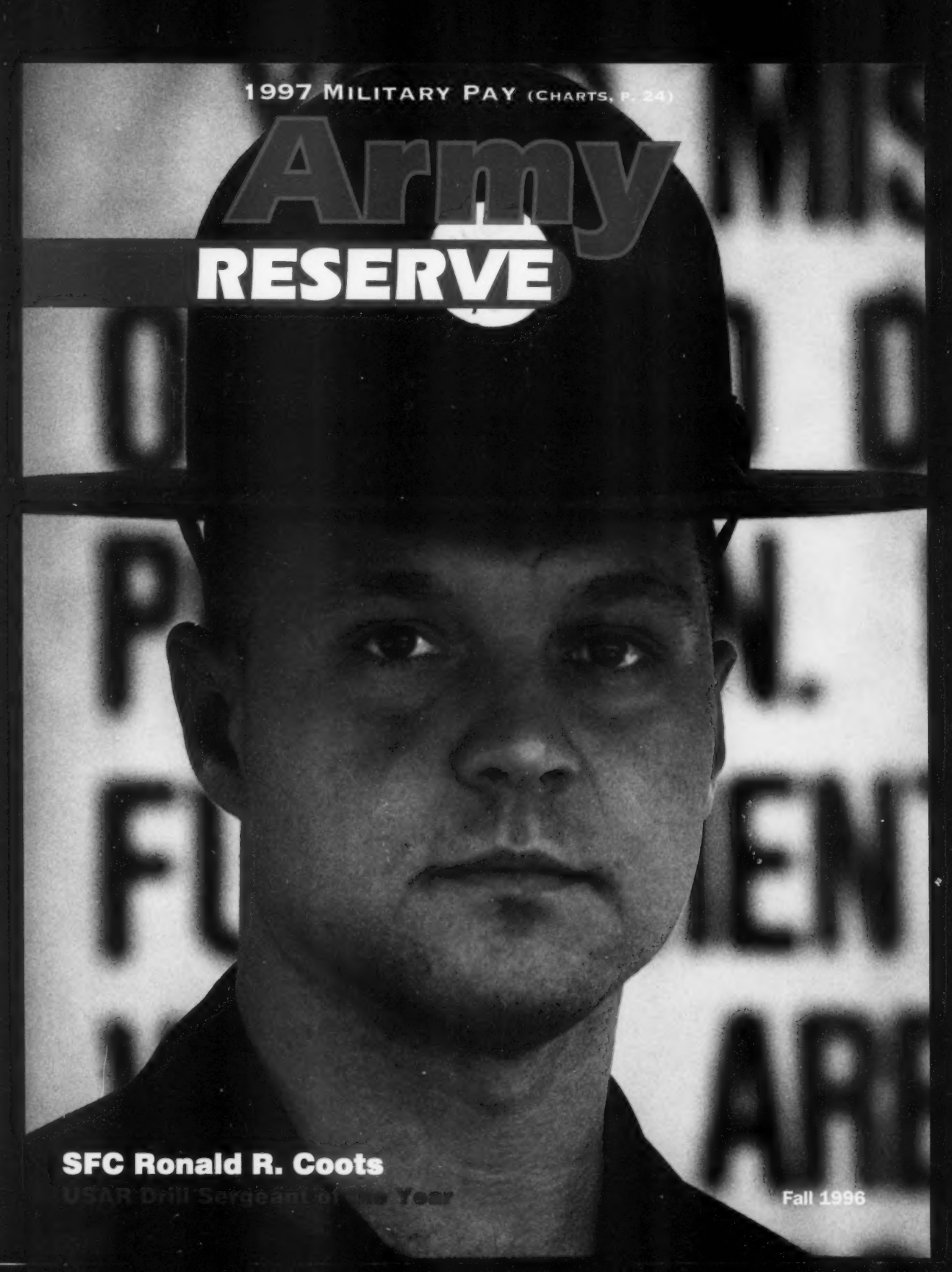
1997 MILITARY PAY (CHARTS, P. 24)

Army RESERVE



SFC Ronald R. Coots

USAR Drill Sergeant of the Year

Fall 1996

DOWN RANGE

SSgt. James Fowler

Terry Blumi

TOP: SFC William Watson, a drill sergeant in Co. E, 1/304th, Manchester, N.H., shows a trainee the proper sitting position for the AT4 anti-tank weapon. Watson, from the 76th Division (Institutional Training), turned recruits into soldiers during annual training at Fort Leonard Wood, Mo.

LEFT: Spc. Floyd Hill, 395th Ordnance Co., checks a target with a German soldier from 3rd Co., Nachschubbataillon 481. Hill's Appleton, Wis.-based unit played host to 100 German counterparts at Fort McCoy, Wis., as part of a Department of Defense exchange program.

Mobilization Income Insurance rates, page 5

Army Reserve

Magazine

Since 1954. America's largest circulating military magazine.

Volume 42, Number 2 **Fall 1996**

FEATURES

6 PRESIDENT CLINTON APPROVES 'M' DEVICE
Soldiers may wear a mobilization appurtenance on the Armed Forces Reserve Medal.

7 IDT POINT CAP RAISED
For retirement years that begin after Sept. 23, 1996, the annual cap on Inactive Duty for Training points is 75 (not 60).

8 WOMEN AT WAR – AN HISTORICAL LOOK
Now almost 14 percent of our Armed Forces, women have always served our nation's military, from Concord to Sarajevo.

10 CAREER PEAK
Recently retired, Col. Tom Greco ended his long climb up the ranks atop 14,411-foot Mount Rainier.

14 CSS – FORCE MULTIPLIER
Fixers, fuelers, movers and sustainers in the Army Reserve are critical to America's Army. A Senior Service College student explains why.

16 EASTERN CASTLE '96
Working amidst zebras and Samburu tribesmen, USAR and Kenyan engineers use "harambee" to build school dormitories.

18 CAS³ – PROFESSIONAL EDGE
Yes, the Combined Arms and Services Staff School is required for promotion to major. But that's not the only reason to attend.

19 SPONSORSHIP PROGRAM
Numerous research findings prove that an effective sponsorship program for new soldiers helps retention.

20 RETIREMENT POINTS
How do you earn 'em? What's a "good" year? How is retired pay calculated? Here's a primer on a seemingly complex issue.

31 CONSIDERING A BRANCH TRANSFER?
Officers seeking qualification in a Combat Service Support branch may have options other than the RC advanced course.

DEPARTMENTS

FROM THE CHIEF 4
UPDATE 5
ARPERCEN. 22
UNIT ROUNDUP 23
PEOPLE 25
OJE 26
MAILCALL 27
ARMY SHORTS 30

Front cover. *Photo by Pam Spaulding,* The Courier-Journal *(Louisville, Ky.). Recent trainees at Fort Knox may recognize the face, not the smile, of SFC Ronald R. Coots, the USAR's 1996 Drill Sergeant of the Year. Coots, now a full-time training NCO in the 100th Division (IT), is shown at* **right** *with wife Pamela and Gen. Dennis Reimer, Army Chief of Staff, following an awards ceremony in June at the Pentagon.*

Back cover. *Photo by JoMarie Fecci. A soldier from the 346th Psychological Operations Co., Columbus, Ohio, hangs an election poster in Bosnia.*

MAJOR GENERAL MAX BARATZ
CHIEF, UNITED STATES ARMY RESERVE

LIEUTENANT COLONEL JON R. FORY
CHIEF, PUBLIC AFFAIRS

"The Secretary of Defense shall require the complete and current dissemination to all Reserves and the Public, of information of interest to the Reserve Components."
Section 278, Title 10, U.S. Code

Army Reserve Magazine

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FOR CHANGE OF ADDRESS, do not write the magazine. Members of Troop Program Units should notify their SIDPERS-RC clerk. Members of the Individual Ready Reserve and Individual Mobilization Augmentees should contact their Personnel Management Team at ARPERCEN, 9700 Page Avenue, St. Louis, MO 63132-5200. Paid subscribers should forward their address change to the Superintendent of Documents, Attn: Mail List Branch SSOM, U.S. Government Printing Office, Washington, DC 20402. Special military distribution recipients may write the editor directly.

From the Chief, Army Reserve

Success is our call

Good news on the readiness horizon. With 75 to 80 percent of our downsizing activity completed, funding for the Army Reserve is stabilizing, and in some areas improving over that anticipated, especially in areas of schooling, annual training and training support. As we approach endstrength (208,000 in the Selected Reserve by Oct. 1, 1998), our focus must remain on readiness (individual and unit) and retention.

Maj. Gen. Max Baratz

I can assure you that we in the Pentagon at Office of the Chief, Army Reserve (OCAR) are doing all we can to fight for readiness dollars. As evidence, the 1997 Department of Defense Appropriations Act includes an additional $64 million over original DoD budget requests for the USAR. That's a good indicator of the confidence Congress has in the relevance of the Army Reserve, and its commitment to increase USAR readiness.

The U.S. Army Reserve Command in Atlanta continues its outstanding support of Troop Program Units. Tiered resourcing, while not universally popular, is the best use of limited dollars, and allows our "wheels up" units to do the job America expects. USARC also is shifting full-time support positions from deactivating units to units still digging foxholes.

To better serve non-drilling soldiers, the Army Reserve Personnel Center in St. Louis now uses information-age computer support, not overworked, phone call-swamped individual career managers. Other readiness-related improvements are forthcoming as ARPERCEN transitions to a personnel command in FY 99.

As with any large organization, you in the ranks ultimately decide how successful we are as a team. A dictionary definition of team – "specialists functioning as a collaborative unit" – fits us perfectly. Every Reservist is a specialist, from the wrench turner to the war-room planner. Each contributes to team success. But expertise as a soldier transcends MOS or branch, and includes passing the Army Physical Fitness Test, staying within body fat or weight standards, and completing professional education courses.

Readiness and retention are not solely command-level responsibilities. Far from it. Commands simply provide the tools; individual soldiers and units determine success or failure. I need your help to make Team USAR work.

I want to wish every soldier, civilian and family member in the Army Reserve a happy and safe holiday season. I sincerely appreciate all that you do for this great nation. ★

Voluntary program for Ready Reserve

Sign-up window open for mobilization insurance

Enrollment deadline for most Reservists is Dec. 31

Reservists ordered to active duty can protect their civilian incomes with a new insurance program.

The Ready Reserve Mobilization Income Insurance Program (RRMIIP) went into effect Oct. 1. It's a voluntary program that pays a participating Reservist between $500 and $5,000 per month when the soldier is involuntarily activated for more than 30 days in support of a national emergency or operational mission.

Rates

($12.20 per $1,000 of insurance)

Monthly premium/insurance	
$ 6.10/$ 500	$36.60/$3,000
$12.20/$1,000	$42.70/$3,500
$18.30/$1,500	$48.80/$4,000
$24.40/$2,000	$54.90/$4,500
$30.50/$2,500	$61.00/$5,000

As with any insurance program, the amount of insurance collected depends on the premium paid. For RRMIIP, the monthly premium rate is $12.20 per $1,000 of coverage (see box).

Most Reservists have a one-time enrollment period, which ends by Dec. 31, 1996. Under current guidelines, once a Reservist declines enrollment, he or she cannot enroll in RRMIIP at a later date (there are a few exceptions).

Also, once enrolled, Reservists cannot increase the amount of insurance.

Insurance benefits can be collected for up to 12 months during any 18-month calendar period, and are paid in addition to regular military pay entitlements. Soldiers must continue to pay the premium while collecting benefits.

All members of the Ready Reserve are eligible, with the exception of those on active duty. The Ready Reserve includes soldiers in Troop Program Units, the Individual Mobilization Augmentation program and Individual Ready Reserve.

Enrollment packets are available from USAR unit administrators or the Family Readiness Branch, (800) 648-5487, at the U.S. Army Reserve Personnel Center, St. Louis. Starting Oct. 1, 1996, soldiers new to the Ready Reserve are automatically enrolled for the basic benefit level of $1,000 per month coverage, and will have 60 days to increase, decrease or decline coverage.

Premiums are paid in one of two ways: 1) By automatic deduction from a qualifying bank account, generally the same account authorized to receive a direct deposit of monthly drill pay; or, 2) Through periodic billing, generally on a quarterly basis.

Soldiers do not collect benefits the first 30 days of active duty. Insurance paid is taxable.

The RRMIIP is designed to be self-funded, meaning benefits are paid from premiums collected. The Department of Defense Board of Actuaries will review the fund on a periodic basis. It is possible that premium rates could increase or decrease depending on the financial soundness of the program and to offset the effects of inflation.

The program is not retroactive to cover past activations. Soldiers called to active duty for Operation Joint Endeavor before Oct. 1, 1996, are not eligible for RRMIIP.

The program, part of the FY 96 National Defense Authorization Act, is not designed to be a dollar-for-dollar replacement of lost civilian income. Rather, it is intended to help close the gap between civilian and military pay. ★

DANTES

Army Reservists can take college classes at or near home through **Defense Activity for Non-Traditional Education Support's** Distance Learning Program. Tuition assistance may be available.

Among the many other services provided by DANTES: 1) Free testing for college credit, college admission exams (SAT, ACT, GRE), selected certification exams and guidance tests (spouses may also be eligible for free testing); 2) Assistance in gaining college credit for military experience.

For details, contact your Regional Support Command education services counselor.

63rd RSC
(310) 235-4356
(310) 795-2474
77th RSC
(718) 352-5776
81st RSC
(205) 940-9181
88th RSC
(800) 843-2769, ext. 5255
(612) 725-5255
89th RSC
(800) 892-7266, ext. 291
(316) 681-1759, ext. 291
90th RSC
(800) 501-1493, ext. 8705
(501) 771-8705
94th RSC
(508) 796-6410
DSN 256-6410
96th RSC
(801) 584-4286/4010
99th RSC
(800) 567-9518
(412) 693-2266/7
124th RSC
(800) 347-2733
(206) 301-2125

Military homepages on the Internet

- **U.S. Army Reserve – http://www.army.mil/usar/** (includes links to unit homepages)
- **U.S. Army – http://www.army.mil** (features an alphabetical index and online version of ***Soldiers*** magazine)
- **Secretary of Defense (Reserve Affairs) – http://raweb.osd.mil** (includes RC Hot Topics, Employer Support info)
- **Defense Department – http://www.dtic.dla.mil/defenselink/** (includes links to other service homepages)
- **Operation Joint Endeavor – http://www.dtic.dla.mil/bosnia/** (includes link to TF Eagle's newspaper, ***The Talon***)

'M' device

• Veterans may request award of the AFRM with "M" device by writing to: Commander, Army Reserve Personnel Center, ATTN: ARPC-VSE-A, 9700 Page Avenue, St. Louis, Mo. 63132-5200.

• The "M" device and hourglass are not currently available through supply channels, but may be purchased at most PXs, clothing sales stores.

• President Clinton's order makes about 282,000 reserve and National Guard members eligible for the "M" device.

History

Interested in your unit's lineage? Need help on a military-related research paper? Running short on military history books?

A good source is the U.S. Army Center of Military History in Washington, D.C. The Center will send Reservists a catalog of its publications and respond to most research inquiries on unit lineage starting with WWI. Write to:

Center of Military History
1099 14th Street NW
Washington, D.C. 20005
fax: (202) 761-5930
e-mail:
cmhweb@cmh-smtp.army.mil
homepage:
http://www.army.mil/cmh-pg

Awards and decorations

President authorizes 'M' device for AFRM

Four operations qualify – Bosnia, Haiti, Somalia and Persian Gulf

FOR THE FIRST TIME IN HISTORY, reservists can wear a mobilization appurtenance on the Armed Forces Reserve Medal.

President Clinton signed an executive order Aug. 6, 1996, authorizing wear of a bronze "M" device by reservists who served at least one day of active duty in support of a qualifying operation after Aug. 1, 1990. To date, those operations are *Desert Shield/Storm* (Persian Gulf), *Restore Hope* (Somalia), *Uphold Democracy* (Haiti) and *Joint Endeavor* (Bosnia). Reservists qualify even if they volunteered for active duty.

The executive order also changed how the AFRM is awarded. Previously, the medal signified 10 years of qualifying service. Now, the AFRM can be awarded to a reservist with less than 10 years' service if the reservist earns the "M" device.

The "M" device is awarded each time a reservist participates in a qualifying contingency operation. It may not be awarded more than once for the same operation, even with a break between active duty tours.

An Arabic numeral worn next to the "M" device indicates number of awards, starting with the second. The "M" alone indicates first award.

An hourglass worn on the AFRM signifies longevity – bronze for 10 years, silver for 20, gold for 30 and gold plus bronze for 40.

The AFRM must be worn with an appurtenance, never alone.

The hourglass or "M" device, when alone, is centered on the AFRM ribbon. If both are awarded, the hourglass is worn on the ribbon to the wearer's right, with the "M" device to the left. If an Arabic numeral is worn, the "M" device is moved to the center and the numeral worn to the left. ★

Command and control

New activation date set for personnel command

Budget cuts push start to FY 99; ARPERCEN to continue transition

RESOURCE CONSTRAINTS FOR FY 98 have prompted a one-year delay in activating the U.S. Army Reserve Personnel Command in St. Louis. The revised timetable sets Oct. 16, 1998, as the standup date for the new command, which replaces the Army Reserve Personnel Center.

"The new date gives us a chance to ... further refine the systems and processes set into place to help the new command," explained Col. Norman S. Brinsley, commander of ARPERCEN.

The delay should have little impact on customer service or transition activities in progress.

Recent changes include computerizing personnel records (about 95 percent complete) and transferring Reserve policy functions to OCAR (Office of the Chief, Army Reserve) in the Pentagon.

Also as part of the transition, the Full Time Support Management Center in September became a directorate under ARPERCEN command and control, and relocated into the ARPERCEN complex on Page Avenue. Previously, FTSMC was a direct-reporting field agency of OCAR.

Retirement issues

New 'gray' policy gives families added coverage

Medical benefits available even if deceased retiree did not elect SBP

A CHANGE IN LAW MAKES DEPENDENTS of a deceased "gray area" retiree eligible for medical benefits, even if the retiree did not elect the Survivor Benefit Plan. Eligibility begins on

the date when the retiree would have turned age 60. This policy took effect Feb. 10, 1996.

Previously, the retiree must have enrolled in SBP for dependents to qualify for medical care at military facilities or CHAMPUS during the "gray area" period.

If a retired soldier dies after age 60, when retirement pay and full retirement benefits begin for Reservists with 20 years of qualifying service, dependents retain medical coverage.

"Gray area" retirees are those soldiers who receive a 20-year letter before reaching age 60. SBP is an optional insurance program that ensures dependents receive a portion of the deceased soldier's retirement check. Reservists generally are given only two opportunities to elect SBP – at the time of retirement and upon reaching age 60.

Another change in law, also effective Feb. 10, 1966, extends military treatment facility care and CHAMPUS eligibility to preadoptive children and wards of soldiers who themselves are eligible for those benefits. There are certain criteria for preadoptive children and wards to gain this access.

Legislative changes

Annual IDT retirement points cap raised to 75

Effective with retirement years that start after Sept. 23, 1996

RESERVISTS CAN NOW RECEIVE CREDIT for an additional 15 Inactive Duty for Training (IDT) points each retirement year, thanks to passage of the FY 97 Defense Authorization Act.

The bill raised the IDT points ceiling from 60 to 75 for retirement years that begin after Sept. 23, 1996, the day President Clinton signed the legislation into law.

Reservists earn IDT points in many ways. Soldiers in Troop Program Units generally receive four points for each weekend drill. Soldiers completing a correspondence course are awarded one IDT point for every three credit hours. All Ready Reservists receive 15 points for membership.

Points help determine how much retirement pay a soldier receives at age 60. Each point adds about 15 to 20 cents a month to a retirement check.

Raising the IDT lid helps especially TPU soldiers. Those who attend all 12 weekend drills earn 63 points for the year (48 for drills, 15 for membership). Under the 60-point cap, the soldier loses three retirement points, plus other IDT points earned outside drill.

To qualify for retired pay, a Reservist must complete 20 years of service, with a minimum 50 points per year (the last eight "good" years must be in the Reserve Component, though the eight years does not have to be continuous).

The IDT cap does not apply to points earned for active duty, all of which count toward retirement (one point for each day on active duty). ★

Personnel

Maj. Gen. Plewes named DCG for USAR Command

Commander of 310th TAACOM to take Atlanta post in December

A MICHIGAN NATIVE WITH 30 YEARS OF military experience will become the next Deputy Commanding General of the U.S. Army Reserve Command, Atlanta.

Maj. Gen. Thomas J. Plewes, a civilian executive with the U.S. Bureau of Labor Statistics, will begin full-time duties at USARC in December. He now commands the 310th Theater Army Area Command at Fort Belvoir, Va. Maj. Gen. Plewes replaces Maj. Gen. George L. Gunderman, who retired in August.

Maj. Gen. Thomas J. Plewes

USARC has command and control of all USAR units in the continental United States and Puerto Rico (minus Special Operations Forces).

OCAR now toll free

Office of the Chief, Army Reserve, located in the Pentagon, now has a toll-free number: (800) 411-OCAR (6227). OCAR, part of the Department of the Army staff, is responsible for policy, resourcing, Congressional interfacing and DA liaison.

Joint Endeavor
(since start of the operation)

- USAR units mobilized – 139
- USAR soldiers mobilized – 5,987
- Of the Reserve Component units activated, 74% have come from the USAR (as of Sept. 24).

Army Chief of Staff Awards for Supply Excellence

MTOE Company
Winner
55th Support Center (MMC), 310th TAACOM
Fort Belvoir, Va.
Runner-up
HQ Det., 341st Medical Bn.
Mesquite, Texas

MTOE Battalion
Winner
389th Eng Cbt Bn. (Heavy)
Dubuque, Iowa
Runner-up
626th Eng Cbt Bn. (Heavy)
Birmingham, Ala.

TDA Company
Winner
Equipment Concentration Site #33,
Fort Riley, Kansas
Runner-up
6253rd U.S. Army Hospital
Santa Rosa, Calif.

TDA Battalion
Winner
1st Bn., 353rd Regiment, 95th Division (IT)
El Dorado, Ark.

At War

American women have always served our nation's military — from Concord to Sarajevo. For much of history, women provided basic medical care and administrative support, called to duty only in time of war. But their role expanded greatly in WWII and its aftermath. In 1948 women received permanent status in the armed forces; 30 years later the Women's Army Corps disestablished, allowing women to more fully integrate into the ranks. Today, our military cannot perform its worldwide mission without women in uniform. Here's an historical look at how women heeded the call to arms.

Story by Kathryn Sheldon
Photos courtesy The Women's Memorial

Despite barriers that restricted females from entering the Continental Army and local militias during the American Revolution, records, journals and diaries indicate a number of women supported the military effort. Women passed military information, harbored Patriot soldiers in safe houses, and fought in battles disguised as male soldiers. Women worked in the Continental Army as cooks, laundresses and water bearers. The medical corps employed female nurses.

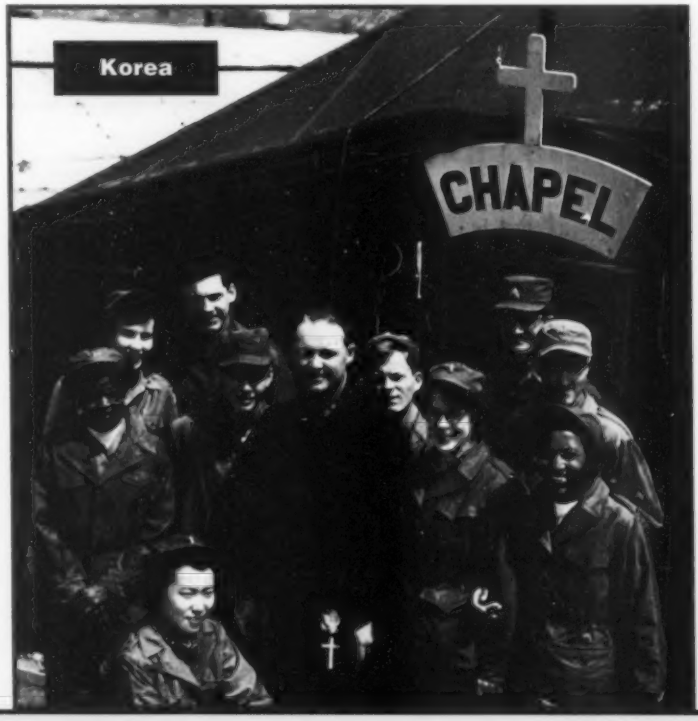
During the War of 1812, women treated the sick and wounded. Commodore Decatur's ship log of May 10, 1813, includes the names Mary Allen and Mary Marshall as nurses onboard the *United States*.

Civil War

Shots fired by the Confederacy on Fort Sumter launched a four-year war that opened a new phase of women's participation in war efforts. Northern women helped form groups such as the Women's Central Association of Relief (WCAR) and Christian Commission. Over 3,200 Union and 1,000 Confederate women nursed in the war. One woman, Dr. Mary Walker, a Union Army doctor, received the Congressional Medal of Honor — the only American woman to receive the nation's highest military honor.

While women rallied on the home front and served in hospitals during the Civil War, a small group of determined women lived in the ranks, disguised as men, and soldiered shoulder-to-shoulder on the battlefield. Women also risked their lives on the front and behind enemy lines as spies for both the Union and Confederacy.

The United States entered the Spanish American War ill-prepared for the medical tribulations of tropical warfare. Typhoid, malaria and yellow fever ran rampant in Army camps. In response, U.S. Surgeon General Sternberg appointed Dr. Anita Newcomb McGee, then vice-president general of the Daughters of the American Revolution, to oversee the hiring of female nurses. These contracted caregivers served in Army and Navy hospitals, aboard the hospital ship *Relief*, in stateside camps, the Philippine Islands, Puerto Rico and Hawaii. Immune nurses, who survived earlier bouts



of yellow fever, worked in hospitals in Cuba. The Army alone hired over 1,500 nurses during the war. Twenty women died as a result of their military service.

On Aug. 29, 1898, Dr. McGee was appointed Acting Assistant Surgeon in charge of all matters relating to Army nurses. She drafted legislation that would become Section 19 of the Army Reorganization Act of Feb. 2, 1901, creating the Nurse Corps as a permanent corps of the Medical Department (the ANC remained all female until 1955). Dita Kinney was the corps' first superintendent.

World War I

Military nurses continued their legacy of outstanding service in WWI. By Armistice Day, 21,480 nurses had entered the military and over 10,000 served overseas. Army nurses worked in field hospitals, on troop trains, transport ships and military posts. Army nurses served in France, Belgium, England, Siberia, Italy, Serbia, Hawaii, Puerto Rico and the Philippines. Eighteen African-American Red Cross nurses served in the Army Nurse Corps, assigned to Camp Grant, Ill., and Camp Sherman, Ohio, where they cared for black soldiers.

Women were enlisted in the military for the first time during WWI, a move prompted in part by Secretary of the Navy Josephus Daniels, who asked why a yeoman couldn't be a woman (by war's end, 11,800 female yeomen served stateside). In August 1918, the Marine Corps, faced with critical personnel shortages, enlisted women for clerical duties. Over 230 bilingual telephone operators, dubbed "Heilo Girls," served in the U.S. Army Signal Corps overseas, easing communications between the American Expeditionary Forces and French.

World War II

WWII generated an even larger and certainly more official participation of women in the war effort. While many "Rosie the Riveters" made significant contributions to the war effort working in stateside factories, over 400,000 women served in the military during the span of the war, ferrying planes, repairing weapons, and assuming desk jobs to free male soldiers to fight. Military women also served overseas and came under enemy fire. Military nurses were held prisoners of war. Women served in nearly all noncombat jobs as part of the Women's Army Auxiliary Corps (WAAC), which soon converted to the Women's Army Corps (WAC). Women also served in the Navy Women's Reserve or WAVES (Women Accepted for Volunteer Emergency Service), Coast Guard SPARS (after the motto *Semper Paratus)*, Women Marine Reserves, and the Women Airforce Service Pilots (WASPs).

Dr. Mary Walker
Medal of Honor recipient
Civil War

World War II also created more opportunities for minority women in the military. In January 1941, the Army opened its nurse corps to blacks but established a quota of 56. On June 25, 1941, President Roosevelt created the Fair Employment Practices Commission to eradicate racial discrimination in the defense program. The quota for black Army nurses was dropped in July 1944 and black nurses gained permanent, unrestricted participation in the Army Nurse Corps. The Navy dropped its color ban on Jan. 25, 1945. Black women were also enlisted in the WAAC/WAC, WAVES and SPARS. A group of Asian American WACs, trained at the U.S. Army Military Intelligence Service Language School, served as translators, interrogators and interpreters. Carmen Contreras-Bozak became the first Hispanic women in the Women's Army Corps. Roughly 800 Native American women joined the WAC, WAVES, Women Marines and Army Nurse Corps during WWII.

Following the war, demobilization of forces rapidly diminished the number of women in the military, but some remained stateside and overseas in occupational forces. President Truman signed into law on June 12, 1948, the Women's Armed Services Act, giving women permanent status in the military outside the Nurse Corps. Although a milestone, it retained many discriminatory practices. The act enforced a 2 percent ceiling on the number of women in the military, restricted promotions to one full colonel or Navy captain as Chief of the Nurse Corps

Did you know ... ?

• ... in the American Revolution a woman, Deborah Sampson, disguised herself as a man, took the alias Robert Shurtleff, and enlisted in the Continental Army, serving for over two years.

• ... during the Civil War, the Union Army contracted over 3,200 nurses. In the Confederacy, an estimated 1,000 women nursed in Southern hospitals, including Robertson Hospital, under direction of Capt. Sally Tompkins, CSA.

• ... over 12,000 women served in the military stateside during World War I. Overseas, Army and Navy nurses worked with volunteers from the American Red Cross, YMCA, YWCA, Salvation Army and American Women's Hospitals.

• ... in World War II over 400,000 American military women served in uniform. Eighty-seven female military nurses were held prisoners of war. ... Charity Adams Earley commanded the 6888th Postal Battalion, an all-black postal unit which won acclaim for handling the voluminous mail backlog in England and France.

• ... women did not receive permanent military status until the Women's Armed Services Act of 1948.

• ... the eight women who died in Southeast Asia are memorialized on the wall at the Vietnam Veterans Memorial.

• ... the first women to attain the rank of brigadier general were promoted in 1970 – Anna Mae Hays, chief of the Army Nurse Corps, and Elizabeth P. Hoisington, director of the Women's Army Corps.

• ... women first entered the U.S. military academies as cadets in the fall of 1976.

• ... on Sept. 1, 1979, Hazel W. Johnson-Brown, Army Nurse Corps, became the military's first black female general.

• ... approximately 41,000 American military women deployed for Operation Desert Shield/Storm. Two were held prisoners of war, five were killed in action.

• ... women today make up 13.8 percent of the Department of Defense's military strength.

or Service Director, and limited the number of female officers who could serve as lieutenant colonels and Navy commanders to 10 percent. The law also granted the service Secretaries authority to discharge women without specified cause, and restricted women from flying aircraft engaged in combat or assigned to ships engaged in combat.

Korea

On July 1, 1950, when the first U.S. ground troops landed in South Korea, 22,000 military women were on active duty, making up less than 1 percent of the total force. One-third of these military women were in the health professions. While women were not drafted for the Korean conflict, many already in uniform found their enlistments extended under presidential authorization; a number of women in the reserves were called to active duty. Other than military nurses, few women saw duty in Korea. Over 540 Army nurses served in-country at fixed hospitals and on hospital trains. A handful of WACs served with Headquarters, Eighth Army, Seoul, as stenographers, interpreters, as well as one female aide-de-camp to the commander of the Pusan Military Post. Military women worked in Far East Command Headquarters, Tokyo, and in regional commands throughout Japan. They were assigned primarily to administration, communications, medical and intelligence jobs.

Vietnam

The conflict in Southeast Asia again demonstrated the reluctance of the military establishment to assign women in-theater, with the exception of nurses. Army, Navy and Air Force nurses were the first women to deploy and were the largest number of American women to serve in Vietnam. An estimated 6,000 military nurses and medical specialists pulled duty in Vietnam from March 1962 to March 1973. Eight women died in Southeast Asia.

Women's Army Corps, WAF and female Marines were present in Vietnam – albeit in small numbers. Two WACs were handpicked to help create and train the Vietnamese Women's Armed Forces Corps. Approximately 700 WACs served in Vietnam between 1966 and 1972. The WAF, initially excluded, eventually deployed between 500 and 600 women to Southeast Asia. Sgt. Barbara Dulinsky — the first woman Marine to serve in a combat the-

ater — arrived in Vietnam on March, 18, 1967. She was followed by 35 female Marines who were restricted to mainly administrative duties in Saigon. The Navy fielded only one or two women officers on rotation at one time in Vietnam.

Expanding roles

In the early 1970s, the end to the military draft opened a new era—the All-Volunteer Force. Rapidly, the number of military women increased in response to heightened recruiting and expanded opportunities. The proportion of women serving rose from 1.6 percent in 1973, to 8.5 percent in 1980, and 11.8 percent in 1993. Women soon served in many nontraditional jobs; ships sailed with mixed male/female crews; the service academies opened to women; and pilot training programs dropped their gender restrictions. In 1978, the Women's Army Corps was disestablished and its members integrated into their basic branches. Slowly, the growing numbers of women cemented their place in the armed forces.

In 1983, 170 women deployed to Grenada for Operation Urgent Fury. In 1989, 770 supported Operation Just Cause in Panama. Three female Army helicopter pilots came under heavy enemy fire in that conflict; Army Capt. Linda Bray, commander of the 988th Military Police Company, directed her soldiers in a firefight against Panamanian Defense Forces.

Women in the USAR
(FY 95 Selected Reserve)

Component	
TPU	22% are women
AGR	23%
IMA	21%
Rank	
Officer	24%
Warrant	7%
Enlisted	22%
Race (of women in SelRes)	
White	51%
Black	38%
Hispanic	6%

The Persian Gulf War was the largest single deployment of women in U.S. military history — and the American public responded favorably. The 41,000 military women deployed made up 7 percent of the forces in the Persian Gulf. Women served as aircraft pilots carrying troops, supplies and reconnaissance missions. Women worked in logistical support, and served on supply, repair and hospital ships. Women medical personnel served in mobile medical units and field hospitals.

Maj. Gen. Jeanne M. Holm, U.S. Air Force (Ret.), wrote, "During the operation, American military women did just about everything on land, at sea, and in the air except engage in the actual fighting, and even there the line was often blurred. ... In the Gulf War there were no fixed positions or clear lines in the sand. ... Iraqi long-range artillery, and especially the surface-to-surface missiles, were unisex weapons that did not distinguish between combat and support troops." Five women were killed in action; two were held prisoners of war.

In tribute

Today, military women are serving around the globe and in nearly every deployment the U.S. military undertakes. With many of the combat exclusion laws repealed, military women are on selected combat ships, flying combat-related missions and positioned near the front lines with ground units. One military woman, Air Force Lt. Col. Eileen Collins, has pushed the limit farthest – as the first female pilot of a space shuttle, the *Discovery*.

At the groundbreaking ceremony for The Women's Memorial in June 1995, Senior Chief Petty Officer Saundra L. O'Toole, U.S. Coast Guard, said:

"Veterans – I want you to know that those of us serving today say thank you for your many achievements. ...We realize your job serving our nation was just as trying, if not more so, than ours today. The service woman of today continues to reach new heights and accomplish great tasks because of the struggles, sacrifices and successes of the generations of women who have served in the armed forces." ★

Women's memorial

Authorized by public law in 1986, the Women in Military Service Memorial is being built in the nation's capital at the ceremonial entrance to Arlington National Cemetery. Groundbreaking took place June 22, 1995, with completion scheduled for October 1997.

The memorial's education center will include 14 exhibit alcoves, a 196-seat theater, Hall of Honor, and register of veterans.

The register, a computerized database, will contain photos, military history and memorial experiences of women who served, or are currently serving, in any branch of the military.

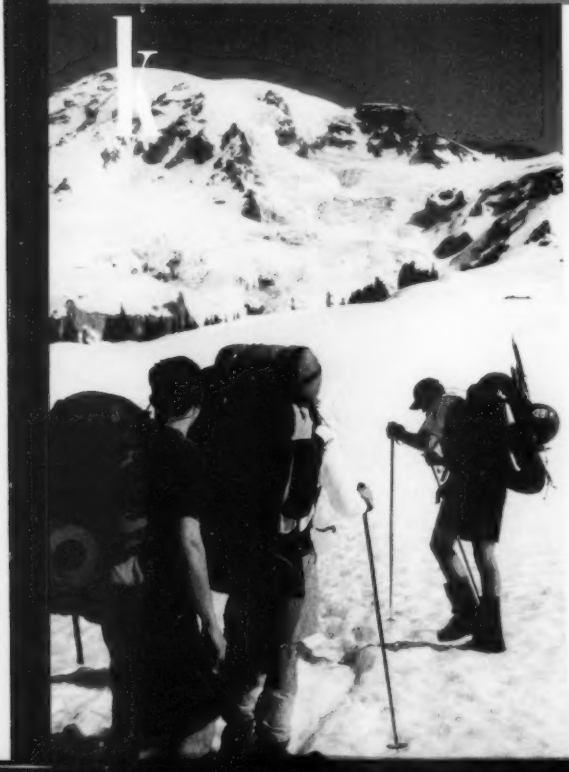
Since the American Revolution, approximately 1.8 million women have worn a military uniform. The memorial would like to include as many of these women as possible in its register. Descendants of veterans are encouraged to add what information they can about deceased family members.

For information, call the Women in Military Service For America Memorial Foundation Inc., (800) 222-2294, or write: The Women's Memorial, Dept. 560, Washington, D.C., 20042-0560.

CAREER

ABOVE: University of Washington ROTC cadet Mike Gephardt takes a water break. BELOW: Enroute to Camp Muir.

Photos by Maj. Dennis Schroader



Story by Scott Handley

Several soldiers from the 124th Regional Support Command in mid-June took the "One-Army" concept to new heights, scaling 14,411-foot Mount Rainier, highest peak in Washington's Cascade Mountains.

Team members included a drilling Reservist, three full-time Reservists, one active Army soldier, and three cadets. Idea for the climb started with Maj. Mike McNamara, command mobilization officer, and Col. Tom Greco, recently retired as the 124th's senior Army adviser.

McNamara, a climber since age 13, led three previous military teams on Rainier, all of which failed to summit because of bad weather.

"I really needed to do this climb," he said.

Starting at the mile-high Paradise Ranger Station, the team made the eight-hour climb to 10,000-foot Camp Muir the first day, staying "overnight" in a stone hut. Day Two began with a 12:30 a.m. wakeup, and everybody roped and ready by 2 a.m. in the "best climbing weather you could imagine," said McNamara. Each climber wore a headlamp and crampons, and carried an ice axe.

The massive volcano soon took its toll. Six climbers experienced altitude sickness; one quit just 2,000 feet from the top. Cold and wind hit hard at around 13,000 feet. Finally, in late morning, the group summitted. A temperature of 10 degrees and a 40 mile-per-hour wind kept the victory celebration short.

"I think we were all too tired to comment much," said Col. David O'Denius, 124th RSC inspector general and a mountaineering novice.

There was time, however, to present Greco with a plaque to mark his retirement – a definite high point in his military career. ★

CSS

By Col. William J. Nagy

Gen. George Washington never had enough logistics support; Gen. Norman Schwarzkopf had more than he needed. The generals and planners of our military strategy for the interim two hundred years struggled with the problem of having the "right stuff at the right place at the right time in the right amounts." Lt. Gen. William (Gus) Pagonis (logistics guru and loggy hero of the Gulf War) said it best in his book Moving Mountains: "Good logistics is Combat Power, a Force Multiplier."

The sometimes unglamorous mission of supporting combat forces falls mainly to Combat Service Support (CSS) elements. These are the fixer, fueler, armer, mover and sustainer units – a significant number of which are in the U.S. Army Reserve (USAR).

With breakup of the Soviet Union and a change from bipolar to multipolar power struggles, with increased requirements for our involvement in Operations Other Than War (OOTW), and from lessons learned during the Gulf War, "force planning" must consider logistics a full player.

There are six major elements that emphasize the Army Reserve's CSS role in support of the Army's Force XXI:

• **FORWARD PRESENCE** – This is the ability to make an impact on the tactical or political situation immediately after the commencement of hostilities. Although U.S. combat forces have been reduced overseas, materiel for "warfighting" stays forward in Prepositioning of Materiel Configured to Unit Sets (POMCUS) and Prepositioning War Reserve Materiel Stocks (PWRMS). This is the "stuff" – rations, medical supplies, tanks, guns, clothing – that lets our CONUS-based warfighters mobilize and travel "quickly and lightly" to the battlefield until CSS units mobilize, deploy and establish long-term logistical support systems. In peacetime, Army Reserve ordnance and maintenance units, often as part of annual training, maintain these "war reserve" stocks. In wartime, the Army Reserve must in-turn have the equipment, training, sea/airlift and doctrine to establish support systems quickly. To ensure readiness, a change in Department of Defense budgeting procedures to provide additional funding for USAR modernization is being addressed in light of lessons learned from Desert Storm and to support our current military strategy.

USAR

A cost-effective force

• 5.5% of Total Army budget
but
• 41% Total Army personnel (Selected Reserve + IRR)

"Today's Army Reserve, though smaller, is in fact better trained and more relevant than at any time since the end of the Cold War."

USAR

Our contributions to the Total Army	
Railway units	100%
EPW brigades	100%
Civil Affairs units	97%
PSYOP units	83%
Medical brigades	82%
Chemical bns.	67%
Motor battalions	55%
Hospitals	54%
Petro supply bns.	46%
Water supply bns.	33%
CSS (TOE units)	
Army Reserve	45%
National Guard	30%
Active Component	25%

• **MAJOR REGIONAL CONTINGENCY (MRC) PLANNING** – Our current military strategy calls for conducting military operations in two nearly simultaneous major regional contingencies, conceivably dispersed over a wide geographic area. At the same time, we must be prepared for a variety of other political and military operations. Logistical support of operations in two MRCs is a critical role in CSS force planning. CSS units must have access to seaports and airfields and quickly connect into the host nation infrastructure, to include local contracting for civilian services and facilities. The Army Reserve is improving its contingency support capabilities by modernizing equipment, relying on more flexible CSS doctrine, improving automation and technology, increasing industrial base responsiveness and maximizing use of civilian contracting, all Desert Storm lessons learned.

• **POWER PROJECTION** – The Army's force structure for the 21st Century will deemphasize forward deployment and emphasize CONUS-based "power projection," relying on fast air

force multiplier

and sealift to input the "right mix" of forces. In planning, we cannot assume that we'll have the same good fortune allowed us in the Persian Gulf – an enemy who chose not to fight, giving U.S. forces five months to prepare an offensive, plus ready access to modern ports and airfields. Thus, to enhance Army Reserve CSS readiness, we must continue to modernize equipment and conduct maintenance training on active component "state-of-the-art" equipment. Compatibility of data processing systems and equipment is being developed to bring Army Reserve CSS units on-line with AC systems. ... Current military strategy also calls for "coalition warfare." Logistics, consequently, is being viewed as an "alliance responsibility," which enhances the effectiveness and economizes our CSS assets.

• OPERATIONS OTHER THAN WAR (OOTW) – Army Reserve CSS support of OOTW is essential in achieving our national interests. But it's imperative planners exercise "smart logistics." Combat Service Support units must be efficient and economical in their size and mix, respond in a timely manner and coordinate with area commanders to redeploy as soon as the logistical situation becomes self supporting. Unity of command, sound logistical practices, simplicity and quality control are all keys to successful peacekeeping, peacemaking, humanitarian and disaster relief missions.

• CSS IMPACT ON ALLIES – The Army Reserve contributes the "lion's share" of support for U.N. operations. Since the majority of our involvement is peacekeeping and humanitarian, Army Reserve CSS units should remain in the forefront of force planning for such contingencies. As to NATO and non-alliance allies, the effectiveness of our CSS support depends, in part, on common logistical commands, common ordnance and maintenance practices, and similar CSS doctrine. The mature theater of operation must enable Army Reserve CSS elements to satellite on host nation support in the areas of contracting, local acquisition and facilities. Multination military exercises, with heavy emphasis on logistical support, must continue in the 21st century.

• HIGH TECHNOLOGY – The Army Reserve cannot logistically support the Army's Combat Force XXI with 20th Century doctrine and equipment. Our CSS units must be equipped with advanced communications and information technology. Through the digitization process, CSS units can work smarter, with fewer people, without sacrificing service. "Split-based operations" will be introduced in the 21st century with most of the sustainment base remaining in CONUS supporting deployed forces through electronic data interchange. Power projection from CONUS bases will be more lethal, more deployable and more sustainable through revised logistics doctrine supported by advanced technology.

Logistics support has been an essential component of U.S. warfighting since Valley Forge. The criticality of good logistics is well documented throughout our 19th and 20th century conflicts. Someone once said, "Logistics is like a grocery store. Nobody pays any attention until the shelves are empty." Force planning that pays attention to CSS will always be the answer to "keeping the shelves full."

Our message

- **The USAR, a critical component of our nation's defense, is owned 100% of the time by the Army Leadership.**
- **The USAR is immediately available as an essential and integral part of America's Army.**
- **The USAR, through its application of unique capabilities and its members' civilian acquired skills, is cost effective.**
- **The USAR has the specialized units, equipment and individuals that the Active Component must have to optimize its performance (we are the CSS provider to the Army).**

The author

Col. William J. Nagy is an Individual Mobilization Augmentee with the Deputy Chief of Staff for Logistics (DCSLOG), Army Materiel Command, Alexandria, Va. A Vietnam and Gulf War veteran, Nagy holds a master's degree in education from the University of Southern California, and is a graduate of the Naval and Air war colleges. On the civilian side, he's an insurance broker in Manhattan, N.Y. This article is a condensed version of a paper he wrote for the Naval War College in June 1996.

Soldier, engineer and ambassador of goodwill, Spc. Marshall Smith finishes a set of crutches for a Kenyan student who broke her leg.

Eastern Castle '96

Engineering exercise in Kenya

Story by Capt. Ed Griffin

Kenyans call it "harambee," Americans "teamwork." Soldiers spoke the word by action during a joint engineering exercise in Africa this past summer.

Army Reservists from the 368th Engineer Battalion, Manchester, N.H., and the 94th Regional Support Command, worked with Kenyan counterparts to build two school dormitories and an infantry squad battle course at the Kenya school of infantry.

Eastern Castle '96 took place in Kenya's highlands, a stark contrast to New England. Americans found themselves in a fascinating environment known by most only through books or television. Elephants, zebras, giraffes and other exotic wildlife roamed the prairies around the worksite. Samburu tribesmen, spears inhand and dressed in traditional costumes, often visited.

"I thought if I joined the Army Reserve I'd do some interesting things," said Pvt. Michael Proulx, who graduated from AIT a few months before the deployment. "But this is unreal."

PHOTOS BY SFC DAVE ZERBE

'Heart of Gold'

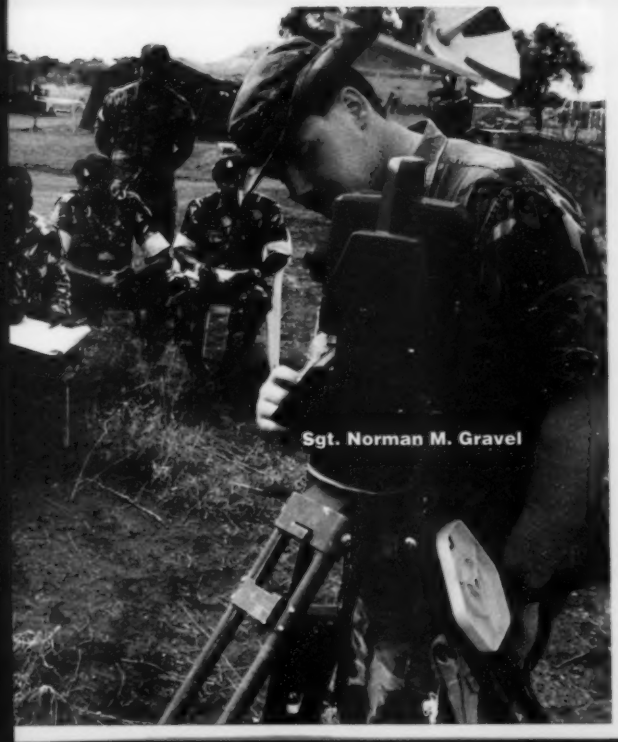
The U.S. Army
Since the time of old
Heart they have of gold.
Hands that help extend
Strength without end
For they have hearts of gold.

Come rain or sunshine
Even when lights don't shine
Hard they work.
Loving work
Loving mankind
For they have hearts of gold.

The U.S. general –
has the heart of gold.
The U.S. ambassador –
has a heart of gold.
The U.S. Army – has the heart of gold.
Americans – have hearts of gold.

Two beautiful buildings
They have been building
In them the golden sleep.
We shall have
All because
They have the heart of gold.

Students from the Isiolo Kenya Girls School recite a poem they wrote for the dedication ceremony of two school dormitories.



Sgt. Norman M. Gravel

SSgt. Michael K. Norton

CAS³ PROMOTION MILESTONE Professional edge

Maj. Joe Di Mattina

A ticket punch to many students, "the staff officer's Ranger School" to one instructor. By any name, CAS3 is required for promotion to major and a career plum.

The Combined Arms and Services Staff School's mission is to turn field-tested captains with small-unit experience into staff officers.

"What captains learn will benefit them in the next phase of their military careers," explained Lt. Col. George T. Greenlee, a CAS3 staff leader in the 1159th U.S. Army Reserve Forces School, Mattydale, N.Y.

Lt. Col. George T. Greenlee

"Plus," added Greenlee, "there is carryover into their civilian lives because the course involves problem solving and communication skills."

Reserve Component CAS3 is taught in two phases:

Phase 1 – a 123-hour correspondence course consisting of 12 subcourses. At the end of each subcourse the student takes an open-book exam, finishing with an open-book comprehensive test. Phase 1 must be completed within 24 months of enrollment.

Phase 2 – requires 115 hours of Inactive Duty for Training (generally eight MUTA 4s, i.e., one weekend a month) and a two-week Active Duty for Training session. This phase must be completed within one year of starting IDT. The academic year generally begins Oct. 1.

CAS3 is taught in staff sections of between 10-14 students. The staff leader is a lieutenant colonel or promotable major. Though CAS3 is a pass/fail course, a student's work is constantly evaluated. The staff leader is mentor and instructor.

"CAS3 improves writing ability, improves speaking ability and develops the ability to prepare and brief staff studies at all levels of command," said Lt. Col. Michael Hastings, an intern staff leader with the 1159th.

Students in each section are typically from a variety of branches, which enhances the professional experience and group dynamics – CAS3 trademarks.

Captains Catherine L. Caddell and John A. Gentry, both assigned to the 78th Division (Exercise), were students in Greenlee's class last year.

"A commander can tell the difference between officers who have been to CAS3 and those who have not by the quality of their briefings," said Gentry, who liked the course's small-group interaction.

Both officers said they especially benefited from class discussions on the ethics of decision making.

"Be proactive, enroll now," urged Caddell. "It's great professional development."

How to enroll

Phase 1 – Call the Directorate of Non-Resident Studies at the Command and General Staff College, Fort Leavenworth, Kan., (913) 758-3340/3384/3342. The DSN prefix is 720.

Phase 2 – TPU officers should enroll through the computerized Army Training Requirements and Resources System (ATRRS). IRR and IMA officers should contact their career management team at ARPERCEN.

CAS³ facts

- Reserve Component captains are eligible to enroll in CAS3 upon completion of an Officer Advanced Course, through their 13th year of commissioned service.
- Beginning with FY 97, active Army officers can take RC-CAS3 (limit of three AC officers per staff group).
- Active Army CAS3, taught at Fort Leavenworth, Kan., has been reduced from nine to six weeks, beginning with FY 97.
- In October 1996, the seven USAR Divisions (Institutional Training) took on the RC-CAS3 mission. Each DIVIT stood up a professional development brigade with a CAS3 battalion. USAR Forces Schools are being inactivated.

Out of time? Isolated?

Certain captains may qualify for the "2+2" RC-CAS3 program, which substitutes a 16-day ADT period for the normal 115-hour IDT requirement. To qualify, captains must be close to promotion or reside far from an IDT course site.

CAS³ primer on problem solving

1. **Define the problem.**
2. **Gather facts and assumptions.**
3. **List possible solutions.**
4. **Test possible solutions.**
5. **Select the best course of action.**
6. **Implement the solution.**

Sponsorship PROGRAM

There's a new soldier at drill this weekend with a look you've seen before but can't place. ... Oh, yeah, that's it. A deer caught in headlights.

Pity the newcomer, so many places and faces to remember. But shame to the unit that fails to make the soldier feel welcome.

The Army Reserve Sponsorship Program is a must-do element of inprocessing. It's also a critical cog in a unit's retention program.

Many soldiers' anxieties can be alleviated through a well-designed sponsorship program. The program must begin prior to the soldier's physical arrival at the unit and end only when the soldier is integrated as a full team member.

A unit must designate a sponsor upon notification of a soldier's assignment.

Effective sponsorship has proven, through numerous research findings, to have a direct cause and effect on retention.

Often, the best sponsor is the soldier's future first-line leader.

The sponsor must contact the soldier by phone and/or mail prior to his or her first training assembly. A helpful what-to-do checklist for sponsors is U.S. Army Reserve Command (USARC) Form 62-R found in USARC Regulation 140-6 and summarized at right.

Checklist

- **Call the newcomer before the first training assembly.**
- **Talk about the place and time of meetings.**
- **Provide a copy of the training schedule.**
- **Ensure transportation to first training assembly.**
- **Provide an emergency telephone number.**
- **Accompany newcomer throughout inprocessing.**
- **Discuss first day's events.**
- **Tour the center.**

Introductions

- **First sergeant**
- **Company commander.**
- **Mobilization officer.**
- **Family Support POC.**
- **Retention NCO.**
- **Unit technician.**
- **Supply sergeant.**
- **All work section members.**

Follow up to ensure ...

- **Newcomer's questions are answered.**
- **Duty assignment/unit mission are explained.**
- **ID/meal/weapon cards are issued.**
- **Reserve benefits/bonus entitlements understood.**
- **Pay is received on time.**
- **Uniforms are issued quickly.**
- **Newcomer knows where to go for help.**
- **Problems you can't solve are referred to the right person.**

Early during that first drill, the unit commander or first sergeant must sit down with the new soldier and explain the unit's mission, individual training responsibilities, drill schedules and annual training requirements.

It's important to make the soldier fit in quickly. If new to the military, issue a uniform as soon as possible and introduce the soldier to the basics of military protocol and discipline, as well as unit traditions. Recognize the soldier at the first unit formation.

Encourage the newcomer to bring his or her family to a drill, when appropriate. Let the soldier know that someone in the chain-of-command will meet with or call the soldier's employer, if necessary.

Ensure the soldier receives all pay and benefits entitled. If practical, introduce the newcomer to the Family Support Group representative and the Unit Ministry Team.

Who makes a good sponsor?
A soldier who...

- **Has a good attitude**
- **Is well briefed**
- **Knows the unit and its mission**
- **Wants to succeed**
- **Is in the same work section, when possible**

A warm welcome, a sincere interest in the newcomer as both soldier and individual, and ongoing guidance from unit personnel are the program basics. Start with a simple phone call: "Pvt. Smith? Hi, I'm Sgt. Jones, your sponsor. Welcome aboard ..."

How to earn them

- One retirement point for each calendar day of active duty (AD), active duty for training (ADT), or annual training (AT).
- One retirement point for each scheduled four-hour period of inactive duty training (IDT) at a unit training assembly (UTA), equivalent training (ET), rescheduled training (RST), additional training assemblies (ATA) or makeup assemblies, with a maximum of two points per day.
- Fifteen retirement points per year for membership in the Reserve Component.

Other ways to earn IDT retirement points:

- Attend a UTA, RST or a U.S. Army Reserve Forces school in a non-pay status.
- Attend a two-hour UTA with a Reinforcement Training Unit or Individual Mobilization detachment in a non-pay status (maximum of one point per day).
- Complete non-resident military instruction (one point for every three credit hours).
- Attend military seminars, conventions, etc., in a non-pay status. The meeting must last at least four hours (maximum of one point per day).
- Prepare or give instruction at a training assembly.
- Perform staff and administrative duties as additional training for points only in support of TPU activities.
- Perform qualifying Civil Defense duties (Individual Ready Reservists and active status Standby Reservists only).
- Recruit a new soldier to a TPU.
- Perform service as a member of a duly authorized board.
- Administer tests required in the Enlisted Evaluation System.
- Perform duties in an attached status with Army National Guard or other Armed Forces components.
- Perform qualifying duties for the Selective Service System.

Other activities may qualify, such as work with an ROTC unit. Check with your chain-of-command if in a TPU or contact your personnel management team at ARPERCEN if in the IRR or an IMA.

Retireme

A "good" year

To qualify for retirement pay at age 60, Reservists must accumulate 20 "good" years of military service. A "good" retirement year is one in which the soldier is credited with at least 50 retirement points. The last eight years of such qualifying service must be in a Reserve component, though that eight years does not have to be continuous.

Effective Oct. 1, 1995, the rule for determining the start date of a retirement year changed. For a soldier who entered the USAR prior to Oct. 1, 1995, the retirement (or anniversary) year begins on the date of transfer into the USAR. For a soldier transferring to the USAR on or after Oct. 1, 1995, the retirement year begins on the date of initial entry into military service, active or Reserve.

Some examples:

• SSG Smith enlisted June 23, 1986. He served four years on active duty before transferring to the Ready Reserve on Sept. 6, 1990. Smith's retirement year is Sept. 6-Sept. 5 (he entered the USAR before Oct. 1, 1995).

• Capt. Wilson was commissioned May 23, 1989, and served seven years on active duty before transferring to the USAR on July 20, 1996. Her retirement year is May 23-May 22.

Credit for Inactive Duty for Training (IDT) may not exceed 75 points per retirement year (effective with retirement years that begin after Sept. 23, 1996; for all previous years the limit is 60 points). All points earned for active duty count toward retirement, up to a maximum of 365 points per retirement year (366 for a leap year).

• SFC Johnson enlisted into the Army Reserve Aug. 16, 1985. After six years in a Troop Program Unit, he entered active duty on Sept. 7, 1991, serving three years before returning to his Reserve unit Oct. 21, 1994. His retirement year is Aug. 16-Aug 15.

For a soldier with a break-in-service, the retirement year starts on the date he or she reenters military service (the Oct. 1, 1995, rule may apply).

For example, Sgt. Thomas completed her military service obligation Aug. 24, 1989. She reenlisted into the Army Reserve May 12, 1996. Her retirement year is May 12-May 11.

A break-in-service occurs when a soldier transfers to an inactive status list, a temporary disability retired list, the Retired Reserve or is discharged to civilian life for a period greater than 24 hours. There is no break-in-service if the member transfers directly to another Regular or Reserve component.

Soldiers with a break-in-service during an anniversary year can receive credit for a partial year of qualifying service. Partial years of qualifying service can be combined and credited toward total qualifying service.

For example, a soldier who leaves active Reserve status 180 days into a retirement year must have earned 25 points to receive credit for half a year (the 15 membership points are also prorated; at 180 days, he would earn seven).

For officers, time served as a cadet in a service academy or ROTC program does not count toward retirement.

20-year letter

Army Reserve soldiers who have 20 years of qualifying service documented on the Retirement Points Accounting System (RPAS) will automatically receive their notification letter approximately six months following the end of the 20th retirement year.

Once the notification letter is officially issued, the soldier's eligibility for retired pay may not be denied or revoked on the basis of any error, miscalculation, misinformation or administrative determination of years of service performed, unless it resulted directly from fraud or misrepresentation by the individual concerned. Administrative errors such as award of too many points can be corrected; however, eligibility for retired pay cannot be withdrawn.

Soldiers should never assume they've qualified for retirement pay at age 60 until they have a 20-year letter in hand. It's imperative that soldiers retain proof of military service (orders, pay vouchers, letters of commendation, etc.) in the event of discrepancies with RPAS.

Points statement and corrections

Each member of the USAR should receive a Chronological Statement of Retirement Points (ARPC Form 249) approximately 120 days after each Retirement Year End (RYE) date.

Reservists can request a statement any time during their retirement year by calling the Retirement Points Accounting Branch at ARPERCEN, (800) 325-8311, ext. 5011, 5017 or 5021.

To make corrections to the statement:

- IRR, IMA, AGR or Retired Reserve – send copies of substantiating documents with a letter explaining perceived errors to:

  Commander, ARPERCEN
  ATTN: ARPC-SFR-PAC
  9700 Page Avenue
  St. Louis, Mo. 63132-5200.

- TPU – provide substantiating documents to the unit technician.

nt points

Computing retired pay

To determine how much retired pay a soldier receives at age 60, start with the formula:

Total creditable retirement points
360

This determines the number of equivalent full-time years. For example, a soldier with 3,600 creditable points has 10 years of equivalent full-time service (3,600 divided by 360).

Retired pay is then calculated based on when the soldier entered the military:

- **First joined any military service before Sept. 8, 1980** – Years of equivalent service is multiplied by 2.5 percent, up to a maximum of 75 percent. That percentage is then multiplied by the basic monthly active duty pay for the soldier's grade/years of service (for pay).

For example, consider an E-7 with 22 creditable years and 4,500 retirement points. Divide the 4,500 points by 360 to get 12.5 equivalent years. Multiply that by 0.025 (or 2.5 percent) to come up with 0.3125. That figure is then multiplied times the basic pay for an E-7 with 22 years of service, which in 1996 is $2,413.20 per month. The soldier would receive a monthly retirement check of $754.

Tracking points

How does ARPERCEN track retirement points?

Data is loaded into the Retirement Points Accounting System (RPAS) based on:

- Changes to the Personnel Master File at ARPERCEN or to the CLAS (Center Level Application Software) system.
- Automated interface with the Training and Doctrine Command (TRADOC) for correspondence course points.
- Automated interface with the Defense Finance and Accounting Service for points earned while on annual training (AT), inactive duty for training (IDT) and active duty for training (ADT).
- Correspondence from the soldier indicating other duties which entitled him or her to points.

Retired pay for a soldier in this category will increase annually by a cost-of-living allowance (COLA) equal to the annual change in the Consumer Price Index (CPI). The full CPI increase for FY 96 was 2.9 percent.

- **First joined any military service on or after Sept. 8, 1980** – Multiply the number of equivalent years of service by 2.5 percent, up to a maximum of 75 percent, as done with the first category. However, the base pay used is an average of the soldier's highest 36 months of base pay, not the one year it was highest.

Retired pay in this category also increases by a COLA equal to the annual change in the CPI.

Retired Reservists must apply for retired pay. It does not automatically start at age 60.

Six months before their 60th birthday, eligible 20-year retirees receive an application for retirement income in the mail from the Army Reserve Personnel Center. The application packet must be completed and returned for retired pay to begin. ★

Commander, ARPERCEN:

I served for 31 years, active and Reserve, and became eligible for retired pay on 13 Oct 95. As suggested, I noted my calendar to contact St. Louis in April. But at the end of March, along came my retirement application – ahead of schedule. I had a couple of questions so I called the number provided, fully anticipating voicemail. To my surprise, Nick Ryan answered. He very courteously and competently answered my questions.

I sent in the paperwork and soon after got an acknowledgment card. In late September I again called ARPERCEN. A woman answered and said my application for retired pay was processed and that I would receive my first payment in early November. Sure enough, in a few days, I received another packet with retirement orders and a certificate. On 30 Oct I received notification of electronic deposit to my bank. The process was complete.

Now, I'm sure you're wondering why I'm writing to recount all of this – it's the way the system is supposed to work. But it wasn't always like that. The Army always had some wonderful capabilities, but administrative efficiency wasn't among them. St. Louis, in particular, was a nightmare. It's astounding how well it has shaped up. All of you in St. Louis should be proud of your remarkable transformation and model operation.

Col. (Ret.) W.R. Callaway
Monte Sereno, Calif.

Regional Support Teams for IMA and IRR

Team	1-800 tel. #	Office symbol	States/program
1	325-4957 (officer) 325-4752 (enlisted)	OPT-A (officer) EPT-A (enlisted)	CT, MA, ME, NH, VT, RI
2	325-4958 325-1878	OPT-B EPT-B	NJ, NY
3	325-4972 325-4731	OPT-C EPT-C	DE, MD, PA, VA, WV, DC
4	325-4973 325-4095	OPT-D OPT-D	AL, FL, GA, KY, MS, NC, SC, TN
5	325-4980 325-4714	OPT-E EPT-E	IL, IN, MI, MN, WI, OH
6	325-4981 325-4713	OPT-F EPT-F	AR, LA, NM, OK, TX
7	325-4985 325-4072	OPT-G EPT-G	IA, KS, MO, NE
8	325-4986 325-4715	OPT-H EPT-H	CO, ND, MT, SD, UT, WY
9	325-4987 325-4710	OPT-I EPT-I	AZ, CA, NV
10	325-4988 325-4712	OPT-J EPT-J	ID, OR, WA
11	325-1868	OPT-K	OCONUS, SOF, FAO, JAG, Chaplain
11	325-4754	EPT-K	OCONUS, SOF

SGM management

Personnel management for sergeants major and command sergeants major in the Individual Ready Reserve and Individual Mobilization Augmentee program is now done by the regional support team in which the sergeant major lives (see chart this page).

Team 11, which handles specialized programs, will continue to manage issues related to the Sergeants Major Academy and most CSM assignments to Troop Program Units.

HIV testing

Effective July 1, 1996, Army Reservists not on active duty need HIV surveillance testing every five years, generally during the five-year physical exam. The previous policy was every two years.

Soldiers on active duty for more than 30 days must have an HIV test within six months of their report date.

The testing requirement for active Army and USAR soldiers on active duty remains unchanged (surveillance testing every two years).

Retiree records

Retirees needing information from their military personnel files should write to:

National Personnel Records Center
ATTN: Military Personnel Records
9700 Page Avenue
St. Louis, Mo. 63132-5200

Personnel actions

Soldiers in the IRR and IMA program now are managed by regional teams, not by branch or individual PMOs or PMNCOs (see chart at left). Address correspondence to:

ARPERCEN
ARPC-(team office symbol)
9700 Page Avenue
St. Louis, Mo. 63132-5200

9th ARCOM faces unique challenges

By Rudi Williams

Resolving problems for families of deployed Reservists of the 9th Army Reserve Command is a difficult endeavor.

Some citizen-soldiers live on Pacific islands thousands of miles from ARCOM headquarters in Hawaii. That dispersion includes a wide spectrum of cultures and dialects.

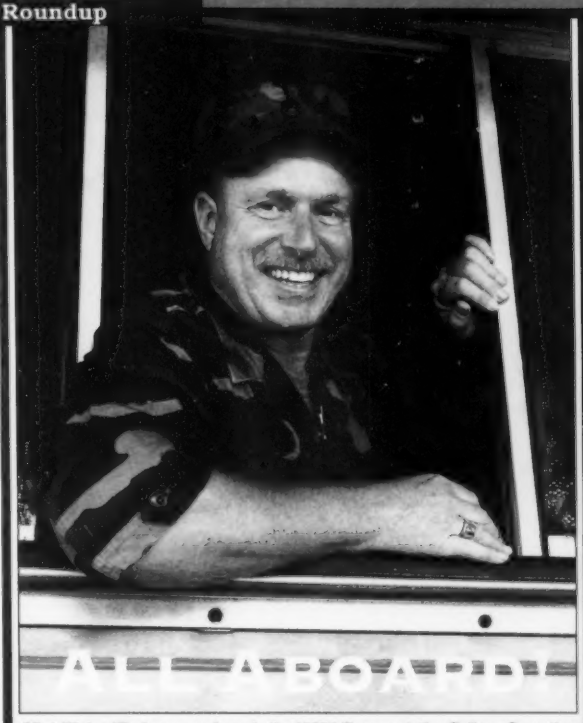
"The Reservist may be fluent in English," said Al Balent, 9th ARCOM family readiness and support coordinator, "but the parents or grandparents may speak only the native language."

The ARCOM has units in Guam, Saipan, Alaska, Japan, Korea and American Samoa, which still uses a village chief system (matai) instead of an elected mayor.

"We're the most culturally diverse Army Reserve command in the country," said Balent.

Many ARCOM soldiers outside Hawaii live long distances from commissaries, post exchanges, medical care facilities and morale, welfare and recreations services. Consequently, every unit has its own family support group coordinator.

"We've been exploring producing a family support handbook in Korean, Spanish, Japanese and other languages," added Balent. ★



Maj. Doug Curtis Jr.

SSgt. Michael Taylor, an engineer in the 1205th Transportation Railway Operating Battalion, Middletown, Conn., guides a supply train during annual training. One of only two TROBs in the Army, the 1205th conducted AT at the Military Ocean Terminal in Sunny Point, N.C., home to the largest ammunition port in the world.

Roundup

124th Regional Support Cmd.

Gen. (Ret.) Barry R. McCaffrey, director of the Office of National Drug Control Policy, spoke at the RSC's annual Youth Discovery Camp in Seattle.

The weekend camp taught children ages 8-13 skills needed to resist drug use and gang membership. Campers were divided into units, slept in Army tents, and learned basic marching skills from drill sergeants in the 104th Division (Institutional Training). The Seattle Police Department, state Substance Abuse Coalition, Intiman Theatre, among other organizations, provided classes or entertainment.

Campers finished the program with a "pass in review" before receiving graduation certificates.

"This is a model which should be done across America," said McCaffrey.

982nd Signal Co.

This Wilson, N.C., unit recorded history in August at Camp Lejeune, N.C. Activated just two years ago, the 982nd specializes in "combat camera" assignments, and this year documented Exercise Cooperative Osprey 96, a Partnership for Peace initiative.

The largest Partnership exercise conducted on U.S. soil, Osprey 96 included participants from the United States, Canada, the Netherlands, Albania, Austria, Bulgaria, Estonia, Georgia, Hungary, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Moldova, Poland, Romania, Slovakia, Ukraine and Uzbekistan. Nations observing were Azerbaijan, Belarus, the Czech Republic and Denmark.

"They formed a force for peace," said Spc. Wilfred Torres, a videographer, one of 18 soldiers from the 982nd at Camp Lejeune.

89th Regional Support Cmd.

Almost 200 unit commanders and non-commissioned officers-in-charge from four states convened in August for the RSC's Unit Leader Workshop in Kansas City.

Soldiers attended a series of training sessions on how to fulfill the 89th's new motto – "Build confident units filled with strong, qualified, 21st century soldiers from America's heartland."

63rd Regional Support Cmd.

This Los Alamitos, Calif.-based RSC regularly sends environmental Good Samaritans into the Bolsa Chica wetlands to collect trash and reseed natural growth as part of the commandwide initiative Operation Green.

"We get 15-30 people each time we go out," explained SFC Pauline Bates, finance NCO. "It's a morale booster to the staff headquarters, really good P.T., and an opportunity for people to interact."

Bolsa Chica, just a few miles from RSC headquarters, is one of the state's few remaining salt marshes still in its natural state.

Operation Green requires units to start projects that help the local environment.

"The Army Reserve should be a part of the community," said Bates. ★

BAQ/BAS charts, p. 30; miltechs – look for civilian pay chart in Winter issue.

* 1997 increase – 3%

1997 Pay Chart – Active Duty*

PAY GRADE	YEARS OF SERVICE <2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
COMMISSIONED OFFICERS															
O-10	7360.20	7619.10	7619.10	7619.10	7619.10	7911.60	7911.60	8349.90	8349.90	8947.20	8947.20	9546.30	9546.30	9546.30	10140.90
O-9	6522.90	6693.90	6836.70	6836.70	6836.70	7010.40	7010.40	7302.00	7302.00	7911.60	7911.60	8349.90	8349.90	8349.90	8947.20
O-8	5908.20	6085.50	6229.80	6229.80	6229.80	6693.90	6693.90	7010.40	7010.40	7302.00	7619.10	7911.60	8106.60	8106.60	8106.60
O-7	4909.20	5243.10	5243.10	5243.10	5478.30	5478.30	5795.70	5795.70	6085.50	6693.90	7154.40	7154.40	7154.40	7154.40	7154.40
O-6	3638.40	3997.50	4259.70	4259.70	4259.70	4259.70	4259.70	4259.70	4404.60	5100.90	5361.30	5478.30	5795.70	5991.60	6285.60
O-5	2910.30	3417.00	3653.40	3653.40	3653.40	3653.40	3763.50	3966.60	4232.40	4549.20	4809.60	4955.70	5128.80	5128.80	5128.80
O-4	2452.80	2987.10	3186.30	3186.30	3245.40	3388.50	3619.80	3823.20	3997.50	4173.30	4287.90	4287.90	4287.90	4287.90	4287.90
O-3	2279.40	2548.50	2724.90	3014.70	3159.00	3272.10	3449.40	3619.80	3708.60	3708.60	3708.60	3708.60	3708.60	3708.60	3708.60
O-2	1987.80	2170.80	2608.20	2695.80	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60
O-1	1725.90	1796.10	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER															
O-3E	0.00	0.00	0.00	3014.70	3159.00	3272.10	3449.40	3619.80	3763.50	3763.50	3763.50	3763.50	3763.50	3763.50	3763.50
O-2E	0.00	0.00	0.00	2695.80	2751.60	2838.90	2987.10	3101.40	3186.30	3186.30	3186.30	3186.30	3186.30	3186.30	3186.30
O-1E	0.00	0.00	0.00	2170.80	2319.30	2404.50	2491.80	2578.20	2695.80	2695.80	2695.80	2695.80	2695.80	2695.80	2695.80
WARRANT OFFICERS															
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3963.60	4113.60	4232.70	4410.90
W-4	2322.30	2491.80	2491.80	2548.50	2664.60	2781.90	2898.60	3101.40	3245.40	3359.40	3449.40	3560.70	3679.80	3794.40	3966.60
W-3	2110.80	2289.60	2289.60	2319.30	2346.30	2517.90	2664.60	2751.60	2838.90	2923.80	3014.70	3132.30	3245.40	3245.40	3359.40
W-2	1848.60	2000.10	2000.10	2058.30	2170.80	2289.60	2376.60	2463.60	2548.50	2638.20	2724.90	2810.40	2923.80	2923.80	2923.80
W-1	1540.20	1765.80	1765.80	1913.40	2000.10	2085.90	2170.80	2260.20	2346.30	2433.60	2517.90	2608.20	2608.20	2608.20	2608.20
ENLISTED MEMBERS															
E-9	0.00	0.00	0.00	0.00	0.00	0.00	2701.80	2762.40	2824.80	2889.90	2954.70	3011.70	3169.80	3293.40	3478.50
E-8	0.00	0.00	0.00	0.00	0.00	2265.60	2330.70	2391.90	2454.00	2519.10	2576.40	2639.70	2794.80	2919.30	3106.50
E-7	1581.90	1707.90	1770.60	1833.00	1895.40	1955.70	2018.40	2081.40	2175.30	2237.10	2298.90	2329.20	2485.50	2609.10	2794.80
E-6	1360.80	1483.50	1545.00	1610.70	1671.30	1731.30	1794.90	1887.30	1946.70	2009.40	2040.00	2040.00	2040.00	2040.00	2040.00
E-5	1194.30	1299.90	1362.90	1422.30	1515.90	1577.70	1639.80	1700.40	1731.30	1731.30	1731.30	1731.30	1731.30	1731.30	1731.30
E-4	1113.60	1176.30	1245.60	1341.60	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70
E-3	1049.70	1107.00	1151.10	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70
E-2	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10
E-1 >4	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90
E-1 <4	833.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

1997 Pay Chart – Drill Weekend (MUTA 4)*

PAY GRADE	YEARS OF SERVICE <2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
COMMISSIONED OFFICERS															
O-10	981.36	1015.88	1015.88	1015.88	1015.88	1054.88	1054.88	1113.32	1113.32	1192.96	1192.96	1272.84	1272.84	1272.84	1352.12
O-9	869.72	892.52	911.56	911.56	911.56	934.72	934.72	973.60	973.60	1054.88	1054.88	1113.32	1113.32	1113.32	1192.96
O-8	787.76	811.40	830.64	830.64	830.64	892.52	892.52	934.72	934.72	973.60	1015.88	1054.88	1080.88	1080.88	1080.88
O-7	654.56	699.08	699.08	699.08	730.44	730.44	772.76	772.76	811.40	892.52	953.92	953.92	953.92	953.92	953.92
O-6	485.12	533.00	567.96	567.96	567.96	567.96	567.96	567.96	567.28	680.12	714.84	730.44	772.76	798.88	838.08
O-5	388.04	455.60	487.12	487.12	487.12	487.12	501.80	528.88	564.32	606.56	641.28	660.76	683.84	683.84	683.84
O-4	327.04	398.28	424.84	424.84	432.72	451.80	482.64	509.76	533.00	556.44	571.72	571.72	571.72	571.72	571.72
O-3	303.92	339.80	363.32	401.96	421.20	436.28	459.92	482.64	494.48	494.48	494.48	494.48	494.48	494.48	494.48
O-2	265.04	289.44	347.76	359.44	366.88	366.88	366.88	366.88	366.88	366.88	366.88	366.88	366.88	366.88	366.88
O-1	230.12	239.48	289.44	289.44	289.44	289.44	289.44	289.44	289.44	289.44	289.44	289.44	289.44	289.44	289.44
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER															
O-3E	0.00	0.00	0.00	401.96	421.20	436.28	459.92	482.64	501.80	501.80	501.80	501.80	501.80	501.80	501.80
O-2E	0.00	0.00	0.00	359.44	366.88	378.52	398.28	413.52	424.84	424.84	424.84	424.84	424.84	424.84	424.84
O-1E	0.00	0.00	0.00	289.44	309.24	320.60	332.24	343.76	359.44	359.44	359.44	359.44	359.44	359.44	359.44
WARRANT OFFICERS															
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	528.48	548.48	564.36	588.12
W-4	309.64	332.24	332.24	339.80	355.28	370.92	386.48	413.52	432.72	447.92	459.92	474.76	490.64	505.92	528.88
W-3	281.44	305.28	305.28	309.24	312.84	335.72	355.28	366.88	378.52	389.84	401.96	417.64	432.72	432.72	447.92
W-2	246.48	266.68	266.68	274.44	289.44	305.28	316.88	328.48	339.80	351.76	363.32	374.72	389.84	389.84	389.84
W-1	205.36	235.44	235.44	255.12	266.68	278.12	289.44	301.36	312.84	324.48	335.72	347.76	347.76	347.76	347.76
ENLISTED MEMBERS															
E-9	0.00	0.00	0.00	0.00	0.00	0.00	360.24	368.32	376.64	385.32	393.96	401.56	422.64	439.12	463.80
E-8	0.00	0.00	0.00	0.00	0.00	302.08	310.76	318.92	327.20	335.88	343.52	351.96	372.64	389.24	414.20
E-7	210.92	227.72	236.08	244.40	252.72	260.76	269.12	277.52	290.04	298.28	306.52	310.56	331.40	347.88	372.64
E-6	181.44	197.80	206.00	214.76	222.84	230.84	239.32	251.64	259.56	267.92	272.00	272.00	272.00	272.00	272.00
E-5	159.24	173.32	181.72	189.64	202.12	210.36	218.64	226.72	230.84	230.84	230.84	230.84	230.84	230.84	230.84
E-4	148.48	156.84	166.08	178.88	185.96	185.96	185.96	185.96	185.96	185.96	185.96	185.96	185.96	185.96	185.96
E-3	139.96	147.60	153.48	159.56	159.56	159.56	159.56	159.56	159.56	159.56	159.56	159.56	159.56	159.56	159.56
E-2	134.68	134.68	134.68	134.68	134.68	134.68	134.68	134.68	134.68	134.68	134.68	134.68	134.68	134.68	134.68
E-1 >4	120.12	120.12	120.12	120.12	120.12	120.12	120.12	120.12	120.12	120.12	120.12	120.12	120.12	120.12	120.12
E-1 <4	111.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

People

25 miles with a 35-pound rucksack – and all for fun

Not once, but twice has Sgt. Maj. **Henriette Davies** completed the 25-mile Bataan Memorial Death March at White Sands Missile Range, N.M. Her latest conquest came in April as captain of an all-women's team, the first ever to compete in the heavy-pack division (rucksacks weighing 35 pounds). Davies is the senior USAR enlisted adviser at the Army Medical Department Center and School, Fort Sam Houston, Texas. She completed the grueling march in 1992 on a coed heavy-ruck team while attending the Sergeants Major Academy.

Davies finished Airborne School just a couple of days before the ruck march.

Reservist commands joint SOUTHCOM force

A USAR colonel on a six-month active duty tour at a remote outpost in the Ecuadorian jungle is commander of a joint peacekeeping element. Col. **Ronald B. Brown** leads the 60 Army and Air Force personnel assigned to Joint Task Force Safe Border, the U.S. contingent to Military Observer Mission Ecuador-Peru (MOMEP). Formed in 1995, MOMEP oversees a cease-fire along a disputed border between the two South American nations. Brown also serves as logistics officer on the combined MOMEP staff. Brazil, Argentina, Chile, as well as the United States, provide military observers.

Brown is a former chief aviation officer of the 63rd Army Reserve Command, Los Alamitos, Calif.

Ross is in his 15th year of adult scouting; both his parents were scout leaders.

IMA receives service medal for Scout work

Continuing a strong family tradition of scouting, Lt. Col. **Thomas Ross** recently received the Military Outstanding Volunteer Service Medal for his work with inner city Boy Scouts in Huntsville, Ala. An Eagle scout himself, as were two brothers, Ross is scoutmaster of Troop 400. "It's not just scouting," he says. "It's about people's lives and their impact on the community." Ross is an Individual Mobilization Augmentee and civil servant with the U.S. Army Missile Command, Redstone Arsenal, Ala.

Carbon's unit is one of only two railway operating battalions in the Army.

Railroad engineer earns first-ever certification

A New York City subway motorman and Army Reservist is the first soldier, active or Reserve Component, to meet national Federal Railway Administration standards and certification as a locomotive engineer. SSgt. **John Carbon**, an engineer with the USAR's 1205th Transportation Railway Operating Battalion, headquartered at Middletown, Conn., reached that milestone during Annual Training in June. The full certification program includes initial training at the National Academy of Railway Sciences in Overland Park, Kan., and an unannounced annual check ride.

Highlights of some activities undertaken this past summer by CIMIC (Civil Military Cooperation), a civil affairs operations center in Bosnia staffed almost entirely by the 352nd Civil Affairs Command, headquarters in Riverdale, Md.:

• Helped facilitate the first Inter-Ethnic/Inter-Entity Editors Meeting at the Sarajevo Airport. Twenty Moslem, Serb and Croatian editors from newspapers, television and radio stations attended.

• Provided assistance to the Sarajevo Scout Union, a camp attended by over 1,000 children, the first scout camp outside Sarajevo in four years.

• Initiated an Implementation Force soccer team comprised of soldiers and civilians from the United States, United Kingdom, Italy, Turkey and Belgium. The IFOR footballers competed against teams from each of the three warring factions and received good local press coverage wherever they played.

• Organized an essay contest asking students to describe what peace means to them. Eleven schools submitted a total of 36 essays.

• Helped organize the cleanup of the backyard at Sarajevo's Children's Orphanage to give residents a safe place to play.

• Facilitated the repair and reconstruction of roads and bridges by coordinating between the World Bank, IFOR engineers and local agencies.

• Coordinated transportation requests to move hundreds of tons of food and other goods throughout Bosnia-Herzegovina and the Federation.

• Provided public administration expertise in the preparation for national elections.

Army Reserve Brig. Gen. Voneree Deloatch was promoted in Bosnia by some heavy hitters this past summer. Doing the honors in Sarajevo were Secretary of Defense William J. Perry (left) and Adm. Leighton W. Smith Jr., commander of Implementation Forces (IFOR). Deloatch, a Vietnam veteran and Bronze Star holder, commands the 352nd Civil Affairs Command. As a civilian, he's a Senior Business Development Specialist with the U.S. Nuclear Regulatory Commission.

Policing an image

By Petty Officer 1st Class Diane Jacobs

San Antonio may be more than 4,000 miles from Bosnia, but students at the University of Sarajevo recently got a taste of Texas-style law enforcement.

Maj. Lionel F. Solis

Maj. Lionel F. Solis, a 25-year veteran of the city's police department and an Army Reservist, took the podium in a class on criminal justice.

"Some of the ideas I exposed them to are foreign – human rights, probable cause, and such," said Solis. "We can teach them how to run a police force in a democracy, but psychologically, it's going to take a while."

Solis, assigned to the 321st Civil Affairs Brigade, San Antonio, is an operations officer on the International Police Task Force.

"Since Bosnians have lived in a socialist structure so long, the challenge here is to eliminate the fear the general population has of the police force," said Solis.

Student Ramiz Huremagic agreed.

"I was pleased to hear what he had to say," said Huremagic. "It was a good reminder of the basics of law enforcement. We need time to recuperate from the war and educate our police force."

Hundreds of humanitarian organizations from around the world are in Bosnia to offer assistance, in both expertise and financial contributions. Helping coordinate this outpouring of international aid is the Civil Military Cooperation (see related story at left).

CIMIC, comprised predominately of U.S. Army Reservists – bankers, doctors, computer and civil engineers, public health experts, and others – assesses war damage and coordinates restoration.

Sometimes Implementation Force (IFOR) troops get directly involved – distributing food, repairing schools or orphanages.

"CIMIC takes away the fear people may have of the military," said Lt. Col. Thomas A. Boland, commander of the 450th Civil Affairs Battalion, Riverdale, Md. "It's a positive impact on peace."

MAILCALL

Who gets Army Reserve Magazine?
It's mailed to the home address of all soldiers in the Ready Reserve (Troop Program Units, Individual Ready Reserve, Individual Mobilization Augmentees and Active Guard Reserve). Retirees must subscribe (details, p. 4).

'Gray area' offers what benefits?

I AM A "GRAY AREA" RETIREE. DO I still have only 12 days per year for commissary shopping? I heard this regulation recently changed.

MSG (Ret.) Robert L. Woods
Colorado Springs, Colo.

AS A RECENT "GRAY AREA" retiree, I'd like information on my rights to use Space A travel, SATO facilities, guest housing on military bases, military golf courses, the military hotels in Hawaii and Orlando, and, if I should pass on to the Big Battalion in the Sky, who does my wife contact for military funeral arrangements? Lastly, how do I continue to receive Army Reserve magazine?

SGM (Ret.) Eric Gustavson
Orland Park, Ill.

"Gray area" retirees, those eligible for retirement pay but not yet 60 years of age, have basically the same entitlements as soldiers in an active Reserve status, to include 12 commissary visits a years, unlimited PX shopping and use of most facilities and services on military installations (golf courses, gymnasiums, arts and crafts centers, libraries, Class VI stores, etc.; some local rules may apply). Retirees must show a military identification card, and for the commissary, DD Form 2529, "U.S. Armed Forces Commissary Privilege Card."

Other benefits:

- *Space available travel on Air Mobility Command flights stateside (including Alaska and Hawaii) and to/from U.S. territories (dependents of "gray area" retirees cannot fly Space A).*
- *Continued eligibility for Servicemen's Group Life Insurance. For information, call the insurance company at (800) 419-1473.*
- *Wear of the uniform on appropriate occasions.*

"Gray area" retirees are entitled to burial in a national cemetery and receipt of a memorial flag, or a headstone/marker if buried in a private cemetery (the headstone is shipped at government expense but the VA does not pay the cost of placing the headstone/marker). The family is eligible to receive a Presidential Memorial Certificate that bears the president's signature.

Many funeral homes are well-versed on the burial rights of veterans and know the procedures to follow. Dependents also can call the regional office of the Department of Veterans Affairs for assistance. VA has a tollfree number, (800) 827-1000, that puts the caller in touch with the nearest regional office (the number is often busy; keep trying).

Army Reserve *magazine is not mailed automatically to retirees (only to those in the Ready Reserve). Retirees must pay for a subscription. Information is found on p. 4 of each issue.*

Can TPU soldiers retire at 15 years?

I AM A TPU MEMBER WITH OVER 20 years of qualifying service (16 years of Active Federal Service). Due to an MTOE change and realignment, my unit will no longer be authorized my duty position. At present, there is not a unit vacancy for my MOS (915E) within reasonable traveling distance. Would I be eligible for retirement with immediate benefits under Public Law 102-484? I understand that active duty and Active Guard Reserve members can apply under this law if they have 15 years of AFS.

CW04 David B. Young
Yuba City, Calif.

To qualify for an active duty retirement with 15-20 years of active Federal service you must be on active duty at the time you apply for retirement. Since you're currently in a TPU, you're not eligible. Your 20 qualifying years do make you eligible for Reserve Special Separation Pay for up to five years, then retirement pay at age 60.

Any TPU soldier affected by the downsizing between Oct. 23, 1992, through Sept. 30, 1999, may be eligible for the Selected Reserve Transition Benefit (SRTB) program. Under SRTB, soldiers with at least 15 years but less than 20 years of qualifying service, may apply for Reserve retired pay (collected at age 60) if their unit position is eliminated and there is no other position (Reserve or Guard) within a reasonable distance.

Soldiers with less than 15 years of service generally qualify for transition benefits such as extended commissary/PX privileges, among others. Those with 6-15 years of service also may qualify for separation pay (generally a lump sum), but not retired pay.

The SRTB program has many stipulations. A soldier's chain-of-command should provide assistance in determining eligibility for transition benefits.

For questions on separation pay, call the Transition Assistance Management Program, ARPERCEN, (800) 874-8451.

What's the rule on VA home loans?

ARE RESERVISTS ELIGIBLE FOR A VA home loan, even if they have no active duty time?

1st. Lt. Greg Scheidhauer
Crofton, Md.

Reservists are eligible for a VA home loan once they complete six years in a Reserve Component. Direct questions to the loan guaranty officer at your regional VA office.

A VA loan guaranty can be used to buy a home or residential condominium, build a home, repair a home or refinance an existing home loan. VA does not establish a maximum loan amount. No loan for the acquisition of a house, how-

MAILCALL

"Your list of second rotation units participating in Operation Joint Endeavor (Summer 1996) did not include the 55th Materiel Management Center out of Fort Belvoir, Va. With a unit strength of 70, we're serving with pride in Hungary, Croatia and Sarajevo." SSgt. John J. Blair, APO AE 09793

ever, may exceed the reasonable value of the property. A loan to refinance an existing mortgage is generally limited to 90 percent of the appraised value of the dwelling. Veterans must certify that they intend to live in the home they are buying or building with a VA guaranty.

The VA generally charges a funding fee of between 0.5 and 3 percent for Reservists, depending on the type of loan and amount of the down payment.

How can I get my file corrected?

I HAVE BEEN TRYING TO GET MY records in St. Louis corrected to show that I was awarded the Purple Heart in Vietnam. Unfortunately, I can no longer find a copy of the orders that awarded me the medal. I need verification to help with a VA medical claim. What can I do?

SFC (Ret.) Charles A. Cuffee
Chesapeake, Va.

You've got two avenues of approach.

1) If you simply want a copy of a document in your file, write to the National Personnel Records Center, 9700 Page Ave., St. Louis, Mo. 63132-5100.

2) If you want a change made to your records, write to Commander, U.S. Army Reserve Personnel Center, ATTN: ARPC-VSE, 9700 Page Ave., St. Louis, Mo. 63132-5200.

In all correspondence, be sure to sign the letter and include as much information as possible about your service (branch, dates, SSN or Service Number, date retired, etc.). A response generally takes several months.

Is it possible to be mobilized twice?

IF YOU VOLUNTEER TO BE deployed for Bosnia with another unit, as I did, can you later be involuntarily called to active duty if your unit of assignment is activated?

Spc. Chad Hutchison
Syracuse, Kan.

No. You may not be mobilized more than once in support of Operation Joint Endeavor. Once a unit or individual soldier is ordered to active duty under the Presidential Selected Reserve Call-up authority, they will not again be ordered to active duty for OJE under that authority. This is per guidance signed by the Under Secretary of Defense (Personnel and Readiness) on April 1, 1996. Additionally, The Judge Advocate General and the deputy legal counsel to the Chairman, Joint Chiefs of Staff, advised that repetitive calls to active duty under PSRC for the same operation would probably be viewed by Congress as exceeding the intended scope of the PSRC statute.

Desert Storm duty still unrecognized.

IN THIS FIFTH YEAR AFTER Desert Storm, I still have a dilemma that I'm hoping you can help me with, and possibly other vets from that war. I was assigned to the 325th General Hospital but was called to active duty for Desert Storm with the 410th Evacuation Hospital. I served with the 410th for six months in Saudi but never received any decorations or the appropriate annotation on my DD214. How do I get this corrected?

Sgt. Naomi Hanson-Galema
Fremont, Calif.

If your chain-of-command cannot help you, send a letter, copy of your DD214, and supporting documentation to the Veterans Services Directorate at ARPERCEN. The address: Commander, ARPERCEN, ATTN: ARPC-VSE, 9700 Page Avenue, St. Louis, Mo. 63132-5200. In general, when a change is made to a DD214, the soldier receives a DD215.

Where do I look for lost records?

MY PERSONNEL FILE HAS NOT been seen since I left the Individual Ready Reserve and joined a Troop Program Unit in May 1994. What can I do about this other than make a temporary file from my records at home? How might a missing official file affect promotions, Army records, etc.?

Maj. Donald C. Loux
Lawrence, Kan.

Call the Personnel Records Division at ARPERCEN, (314) 538-3502. That office will conduct a search for your records. If your records cannot be found, ARPERCEN will work with you in creating a new file based on what's on your microfiche at ARPERCEN and what documentation you provide.

Does a degree end MGIB benefits?

I CAME INTO THE ARMY RESERVE with a bachelor's degree. Are any educational benefits still available to me? Please provide an overview of the entire G.I. Bill program.

SSgt. Benjamin Guerrero
Broadview, Ill.

You can use the Montgomery G.I. Bill (Selected Reserve) for a second bachelor's degree, graduate or post graduate work, as well as for cooperative training, correspondence courses, independent study, vocational-technical training, remedial/refresher training, on-the-job training, apprenticeships and selected flight training programs.

Officers, warrant officers and enlisted members of the Selected Reserve are eli-

"The 'My Boss is a Patriot' certificate can be presented at a unit formation or mailed to the local media for added publicity. It's a great way to recognize those who support our military. ... Application forms should be available at all USAR units." Robert G. Powell

gible for MGIB education benefits. The soldier must be obligated to the Selected Reserve for six years (officers must sign a service agreement when applying for benefits). Soldiers must have a high school diploma or equivalency certificate and have completed their initial period of active duty training (AIT or officer basic). Once eligibility is established, it continues for a period of 10 years or until the soldier leaves the Selected Reserve; the total monetary benefit received cannot exceed an equivalent of 36 full-time months (which today is $7,316.64).

A summary of monetary benefits:

• Full-time student (12 or more credit hours) – $203.24 per month for up to 36 months.

• Three-quarter student (9-11 hours) – $152.43 per month for up to 48 months.

• Half-time student (6-8 hours) – $101.62 per month for up to 72 months.

• Less than 6 credit hours – $50.81 per month for up to 120 months.

Rates are different for apprenticeship and job training programs.

What's the criteria for MOVSM, HSM?

WHAT ARE THE QUALIFICATIONS to earn the Military Outstanding Volunteer Service Medal (MOVSM) and the Humanitarian Service Medal?

SSgt. John P. Amato
San Francisco, Calif.

The MOVSM is intended to recognize exceptional community support over time, not a single act or achievement. To qualify, a soldier's actions must:

• Be performed on a volunteer basis, and not on drill time or as an assigned duty.

• Be significant in nature and produce tangible results.

• Reflect favorably on the Department of Defense.

To qualify for the HSM, a soldier must:

• Serve on active duty at the time of direct participation in a Department of Defense-approved humanitarian act or operation.

• Directly participate within the designated geographical area of operation and within specified time limits.

• Provide evidence which substantiates this participation, except when by-name eligibility lists are published. Acceptable evidence includes:

1) Certificates, letters of commendation or appreciation.

2) Officer or enlisted evaluation reports.

3) Copies of TDY or special duty orders reflecting participation with the specified time frame and geographical location cited.

We want to hear from you. Write ARMY RESERVE Magazine, Attn: Mailcall, 1815 North Fort Myer Drive, Suite 204, Arlington, VA 22209-1805. We can't print every letter, but we'll try to present a cross-section of views, opinions and questions of general interest. Your letter may be edited to conserve space.

Commentary

Don't penalize soldier for admin office's error

I understand the reasoning for USAR Finance to require a USARC Form 25-R (Certificate of Performance) or a signed copy of the soldier's orders to prove that Annual Training or Active Duty for Training was performed. However, if a soldier submits the paperwork to his unit, there is no way of knowing if it's received by USAR Finance, at least not until about 60 days after the last day of performed AT/ADT. That's when a Leave and Earnings Statement shows up in the mail showing a collection action of AT/ADT pay because USAR Finance never received proof of duty performance.

Why can't USAR Finance first send a warning notice to the soldier that the 25-R or signed copy of the orders has not been received? Recently, I made all the proper submissions to my unit and then had my AT pay collected because of an administrative error. I was penalized for something that was not my fault.

I believe that USARC Pam 37-1 should be changed to include a "warning notice." This will prevent future pay problems and additional paperwork for soldiers who did make proper submissions as required by the regulation.

SSgt. Terry J. Dransfield
Syracuse, N.Y.

I just got through reading Maj. Gen. Max Baratz's article on retention (Summer 1996) and would like to say it was well written. I do, however, have a constructive point about the last paragraph, "Little information put out to families."

For 16 years I've been Northwest Missouri Area Chairman of the National Committee for Employer Support of the Guard and Reserve (NCESGR). I have two Army Reserve units within my area. At Mission One programs I bring to their attention that NCESGR can award a "My Boss is a Patriot" certificate to employers who support the Army Reserve. That document can be presented at a unit formation or mailed to the local media for added publicity. It's a great way to recognize those who support our military.

Application forms for a certificate should be available at all USAR units. Soldiers can also call NCESGR directly to request an application, (800) 336-4590.

Robert G. Powell
St. Joseph, Mo.

ARMY SHORTS

FY 97 defense bills approved

President Clinton on Sept. 30, 1996, signed the FY 97 Defense Appropriations Act. Here's a summary of key Reserve initiatives:

- Approves $2.073 billion in personnel accounts, a $29.8 million increase over the original Department of Defense budget request.
- Approves an Operations and Maintenance Army Reserve (OMAR) budget of $1.119 billion, a $35 million increase over that requested by DoD.
- Establishes a Selected Reserve end strength of 215,179.

On Sept. 23, 1996, Clinton signed the 1997 Defense Authorization Act. That bill:

- Allows enlisted Active Guard Reserve soldiers to attend Warrant Officer Candidate School without leaving the AGR program.
- Raises the annual cap on Inactive Duty for Training (IDT) points from 60 to 75 for retirement years that begin after Sept. 23, 1996 (see story, page 7).
- Provides a 3 percent increase in basic pay and Basic Allowance for Subsistence (BAS), and a 4.6 percent hike in Basic Allowance for Quarters (BAQ).
- Approves a $350 monthly bonus for Army Reserve dentists on any type of active duty.
- Authorizes a three-year test program that awards a limited number of ROTC scholarships to graduate students.
- Did not adopt a House of Representatives provision to allow mobilization of 30,000 Individual Ready Reservist as part of the 200,000 Presidential Selected Reserve Call-up authority.

Anderson earns double honors

MSgt. Ellen T. Anderson, command retention NCO at the 81st Regional Support Group, Fort Jackson, S.C., received two top awards upon graduation from this year's resident U.S. Army Sergeants Major Academy class.

Anderson finished in the top 20 percent of Class #46 at the Fort Bliss, Texas, institution and received the Haines Award for research and writing excellence. She was the only student, active or Reserve Component, to earn both awards.

Anderson also received the Desert Runner Certificate for logging over 450 miles.

* 1997 increase – 4.6%

1997 Monthly BAQ rates*

(Reservists are eligible for Basic Allowance for Quarters when on active duty)

Pay grade	Single full rate	Partial rate	Married full rate
O-10	824.70	50.70	1015.20
O-9	824.70	50.70	1015.20
O-8	824.70	50.70	1015.20
O-7	824.70	50.70	1015.20
O-6	756.60	39.60	914.10
O-5	728.70	33.00	881.10
O-4	675.30	26.70	776.70
O-3	541.20	22.20	642.60
O-2	429.30	17.70	548.70
O-1	361.50	13.20	490.50
O3E	584.40	22.20	690.60
O2E	496.80	17.70	623.10
O1E	427.20	13.20	575.70
W-5	686.10	25.20	749.70
W-4	609.30	25.20	687.30
W-3	512.10	20.70	629.70
W-2	454.80	15.90	579.30
W-1	380.70	13.80	501.00
E-9	500.40	18.60	659.70
E-8	459.30	15.30	608.10
E-7	392.40	12.00	564.60
E-6	355.20	9.90	521.70
E-5	327.60	8.70	469.20
E-4	285.00	8.10	408.00
E-3	279.60	7.80	379.80
E-2	227.10	7.20	361.50
E-1 >4	202.50	6.90	361.50
E-1 <4	202.50	6.90	361.50

1997 BAS rates**

(Reservists are eligible for Basic Allowance for Subsistence when on active duty)

Officers	**$154.16/month**	
Enlisted	E-1 less 4 months	All other enlisted
On leave or authorized to mess separately	**$6.79/day**	**$7.36/day**
Rations in-kind not available	**$7.65/day**	**$8.30/day**
Duty under emergency conditions and no U.S. mess facilities	**$10.16/day**	**$10.99/day**

** 1997 increase – 3%

Considering a branch transfer?

By Lt. Col. Mark T. Joosse

With the Army Reserve's core competency planted firmly in combat service support, more and more officers in non-CSS specialties are considering branch transfers.

For company grade officers, this is best done by completing the appropriate branch Reserve Components officer advanced course (RCOAC). Each OAC includes a correspondence phase and a two-week resident phase. DA Pam 351-20 contains course information.

Lt. Col. Mark T. Joosse

But options other than OAC do exist to become qualified in most CSS specialties.

AG – Adjutant General Officer Branch Qualification Course, 15 subcourses totaling 69 credit hours of correspondence study.

To enroll, submit DA Form 145 to the **Army Institute for Professional Development, U.S. Army Training Support Center, Newport News, Va. 23628-0001** (use the same address for each branch).

FI – Finance Officer Branch Qualification Course (correspondence). Consists of 36 subcourses.

Point of contact for each branch:

- **AG** – Maj. Nan Sanders, (803) 751-8510, DSN 734-8510.
- **FI** – Lt. Col. Francis Weiss, (803) 751-8564, DSN 734-8564.
- **TC** – Lt. Col. Ken Littlejohn, (804) 878-6668, DSN 927-6668.
- **OD** – Lt. Col. Tony Winstead, (410) 278-3677, DSN 298-3677.
- **QM** – Lt. Col. Bud Vaughan, (804) 734-3574, DSN 687-3574.

RCOAC ...

... for a CSS branch is open to first lieutenants and above. Phase II (resident) validates knowledge learned in Phase I (correspondence). Officers who have completed Phase I for any branch RCOAC within the last four years should petition for exempt credit for those subcourses common to all RC advanced courses. See DA Pam 351-20, paragraph 1-33, for details. Pam 351-20 includes addresses for branch proponents.

Remember to work with your assignments officer well in advance when applying for a resident phase.

TC – Senior Transportation Officer Qualification Course has three tracks (each correspondence). Students must complete one:

- **Motor/Rail** (14 subcourses)
- **Rail/Motor** (14 subcourses)
- **Marine and Terminal Operations** (11 subcourses).

Officers who complete one of the above tracks may want a broader knowledge of transportation. An elective track consisting of six subcourses (all correspondence) also is offered.

OD – Reserve Component Munitions Materiel Management Branch Transfer Course (Area of Concentration 91D). Phase I is correspondence with 24 subcourses; Phase II is two weeks of resident training.

AOC 91B (maintenance) does not have a branch transfer course. Officers must complete Ordnance RCOAC.

QM – Quartermaster no longer has a branch transfer course. Officers must take Quartermaster RCOAC.

The Quartermaster School is revamping the Supply Management Officer Course, resident and non-resident versions, for future use as a branch qualifier.

(Lt. Col. Joosse is assigned to the Training Directorate at the U.S. Army Combined Arms Support Command, Fort Lee, Va.)

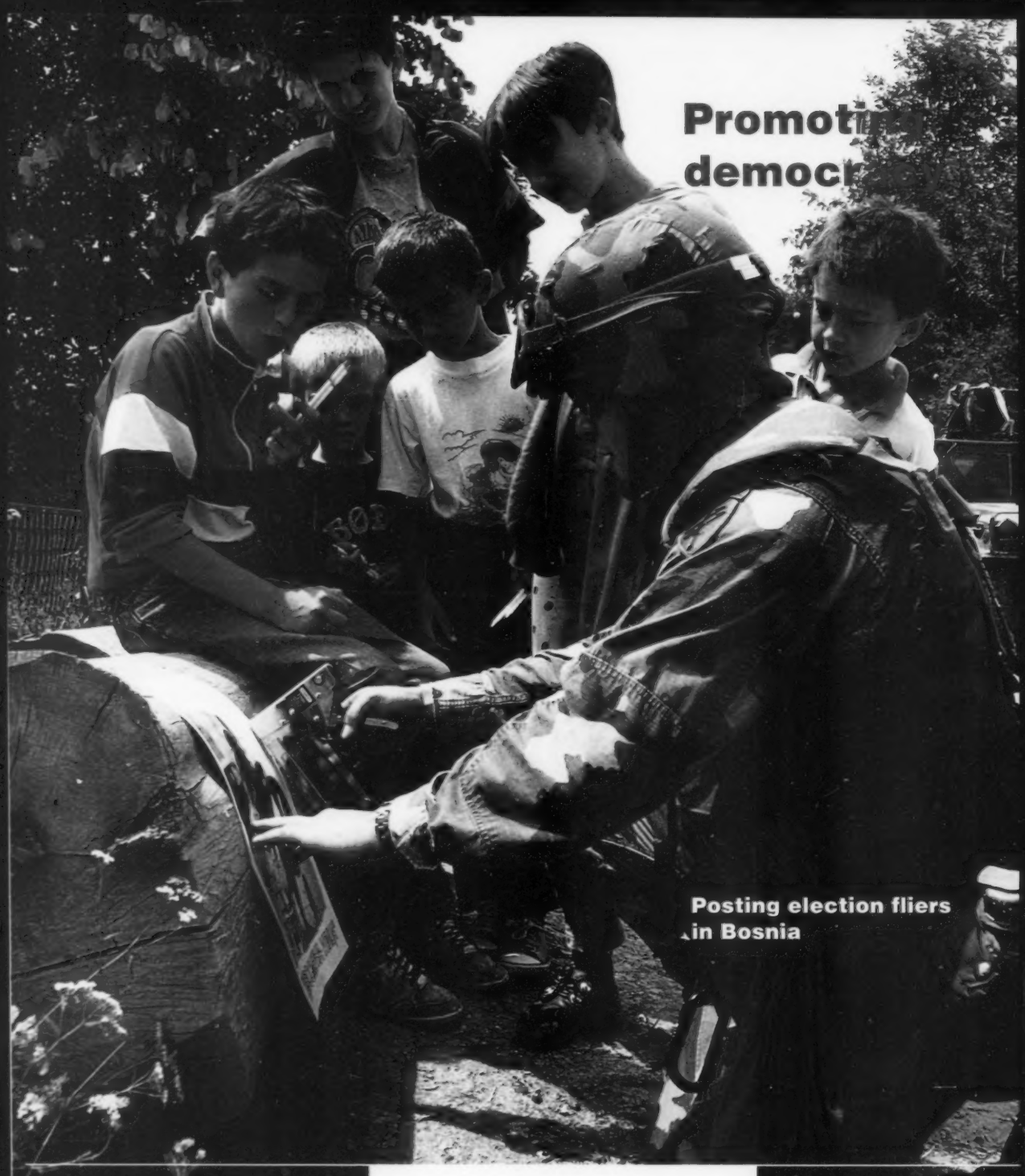
90A – Multifunctional Logistician

Some duty positions require qualification in Functional Area *90A – Multifunctional Logistician.* This is not as straightforward as branch qualification – it involves both education and experience and is open only to officers whose primary branch is transportation, quartermaster or ordnance. DA Pam 600-3, dated June 1995, outlines the qualifications.

Educational requirements are met by completing one of the following:

- **Support Operations Course (two weeks of resident training; recommended for officers assigned to division and below units).**
- **RC Multifunctional Combat Service Support Course (two weeks of resident training; recommended for corps and above assignments).**
- **Logistics Executive Development Course (99 days of resident training).**
- **Associate Logistics Executive Development Course (five 2-week resident phases or five correspondence phases (a total of 516 hours), or a combination of the two.**
- **By completing 50 percent of the Command and General Staff Officer Course.**

For questions on the 90A program, call Col. John Bradshaw at the U.S. Army Combined Arms Support Command, Fort Lee, Va., (804) 734-0244, DSN 687-0244.



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